



**A Revolutionary Program for the Solo HR Professional**

**Apply NOW for Groups Starting January 13, 2012 in Kearney!**

NittyGrittyHR™ is not just another HR group - NittyGritty™ changes the way small business thinks about its people! It is designed to educate and empower you to better support your company's business strategy. Understanding small businesses operate much differently than their mid- to large-sized peers, we created a program that is specific to the needs, pains and objectives of the smaller company; typically those businesses with \$10m - \$25m in revenues and under 300 employees.

- \* **Small Business Focus** \* **Better Allocation of Resources** \* **Best Practice Driven** \*
- \* **More Company Value** \* **Increased Knowledge** \* **Create Long Term Success** \*

Monthly, half-day skill-building workshops, individual personalized coaching and confidential peer interaction provide significant growth for NittyGrittyHR™ members. This unique program gives you an opportunity to step away from the daily workplace limitations to examine, reevaluate, and develop your human resource role and the value you bring to your employer. The NittyGrittyHR™ professional is immersed into a positive, energy charged, educational environment.

The NittyGrittyHR™ process is a total commitment to continuous learning and improvement so you can provide the critical support that small businesses need in a way that is first and foremost applicable to the way in which small businesses thrive.

**Why Join NittyGrittyHR™:**

- ✓ Drive business results by aligning HR's goals with the company objective
- ✓ Learn how to build credibility and influence by applying systems using strategic and conceptual thinking processes
- ✓ Solve problems more quickly; Improve decision making skills
- ✓ Create flexible structure and process that is compliant with federal and state laws
- ✓ Measure and manage performance
- ✓ Create opportunities for your employer during rapid change
- ✓ Effectively plan and execute best practices customized to your company

**Why Small Business Owners Participate in NittyGrittyHR™:**

The small business focused content is designed to support the growth and success of your company. We understand that small businesses don't want fluff or fancy policy that hinders their ability to move quickly in an ever changing environment. Small businesses need information that gives them the 'Nitty Gritty' to accomplish goals.

**About Ellison Partners LLC:** Our consultants have more than 50 combined years in human resources development, business management, leadership, & executive coaching. The unique **NittyGrittyHR™ Program** was created to bring practical yet effective human resource practices to small business in a way that fits what they need and how they do business. Ellison Partners LLC is proud to offer this revolutionary program to support small businesses. Ellison Partners consultants bring strong management skills and a profit & loss sensibility to collaborate with businesses to achieve results through the people they employ. **Bruce Stec, Program Facilitator**, is insightful as a small business owner himself and brings depth and experience to the program.

**A 12-month  
Human Resource  
Program –  
Created  
Specifically for  
Small Businesses -  
For Those Who  
Are Responsible  
for Human  
Resources in Their  
Companies.**

**PROGRAM ELEMENTS INCLUDE:**

- ✓ Strengths Based Assessment
- ✓ Customized Development Action Plan
- ✓ Small Business Based, Human Resources Skill Development
- ✓ Experiential Learning Modules, Case Studies, Tools & Resources
- ✓ Confidential Peer Learning
- ✓ Guest Speakers
- ✓ Personalized Executive Coaching
- ✓ This program has been submitted to the HR Certification Institute for review. HRCI credit is Pending Approval.

**Your Facilitator:**

**Bruce Stec, SPHR**  
*Vice President*

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