

Ray Hoare

Ray is a fellow of the Chartered Institute of Personnel and Development. A seasoned Human Resources practitioner with over 25 years solid HR experience. Throughout his career he has worked in both private and public sector environments - covering both unionised and non-union employee climates.

In his career he has worked with individuals and teams on such topics as Recruitment and Selection, Performance Management, Change and Transition Management, Employee Relations and Employee Engagement. More recently he has focussed on Talent Management, Workplace Wellbeing and Engagement, Succession planning, workplace performance management and communication skills development.

A native of Dublin, Ray holds an honours degree in Business and

Human Resource Management as well as a Fellowship with the CIPD (The Chartered Institute of Personnel and Development). He is a trained Mediator having completed his training with CEDR, (Centre for Effective Dispute Resolution), London. Ray also holds a Post Graduate Diploma in Employment Law (Law Society of Ireland). He lives in Ratoath, County Meath with his wife and family, his hobbies include Acting, Singing, Running, Gaelic Sports (GAA) and as an accomplished local artist he has exhibited his work throughout Ireland.

An accomplished TEDx speaker, he has also delivered webinars on HR topics including managing absence and performance management.



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We're very good at what we do because we love what we do.

Our team of seasoned Human Resources consultants have put in place dynamic and engaging HR programmes for a wide range of companies in Ireland, the Middle East and North America. We go beyond problem solving and re-imagine what's possible with your client experience at the centre of it all.

We are practical HR people who don't sit on the fence.



credibility

25 years in HR - spanning Recruitment, Performance, Engagement, Employee Relations and Talent Development. We are CIPD qualified. We are HR people who studied it - we didn't just fall into it. We have the experience and qualifications to help you with any HR issue - no matter how small. We have training in consulting, project management, agile principles, change management and design thinking.



strategists

We're management pros and excel at providing clear and practical guidance and support you can count on - we don't write white papers and provide multiple complex solutions - we give you answers you can action. We have advised and coached all levels of employee groups, including management and senior leaders. We're successful at helping our clients balance their strategic goals while managing the day-to-day operations.



industry thought leaders

We are well read consultants who offer up to date HR advice and coaching. Working across a diverse industry we bring alternative solutions to your hr challenges. We have years of experience providing HR consulting, creating people infrastructures and designing programs, systems and processes for all types of organisation.

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HR TIMELINE

There are seventeen steps from considering a new role, from hiring, HR obligations, performance management, development, retention and exit... you only need to take one step. Engage Career Dynamics to manage the process with you.

At our core, we are committed to enhancing performance excellence through comprehensive, practical, and cost-effective human resources solutions. Your journey to success is our mission, and we excel when your management teams and your workforce thrives, embracing Monday mornings with enthusiasm.

Engage with us for a transformative approach to HR. We offer an ideal alternative to the conventional full-time HR team, combining the advantages of traditional expertise with flexibility and affordability.

Our model empowers you to access the expertise of highly experienced HR Professionals precisely when and where you need it, ensuring optimal engagement and impact.



YOUR EMPLOYEE HR TIMELINE FROM IDENTIFYING A VACANCY TO EXIT INTERVIEWS EXECUTED FOR YOU BY HR PROFESSIONALS

1. Identifying Job Vacancy/ Manpower Planning

Proactive alignment with Company needs due to growth, turnover, or restructuring. Ensures workforce alignment with strategic objectives

2. Job Description and Role Clarity

Clarifies expectations, roles, and responsibilities. Facilitates targeted recruitment efforts by outlining specific job requirements. Enhances candidate selection process by providing clear selection criteria.

3. Selection and Recruitment

Utilises various channels for wider candidate reach.

Streamlines candidate selection process through effective screening techniques. Ensures alignment between candidate qualifications and job requirements.

4. Contract Generation – Employment Contracts

Formalises employment agreements, ensuring legal compliance. Provides clarity on terms and conditions of employment.

5. Candidate Onboarding Pack – Pre-Hire

Prepares candidates for seamless transition into the Company. Facilitates completion of necessary pre-hire documentation.

6. Onboarding

Integrates new employees into the Company culture and structure. Accelerates time to productivity through job-specific training. Fosters connections with team members and stakeholders.

7. Probation

HR assist Line Managers with the first 100 days of the employee's employment: job goals and tasks, feedback, mentoring and coaching the employee for success.

8. HR Administration and Filing

Employee files (HR Files) are GDPR and legally compliant. Maintains accurate records and documentation for compliance purposes. Ensures efficient management of employee information.

9. Employee Handbook and HR Policies

Provides employees with clear guidelines and expectations. Ensures all relevant policies and procedures are adhered to. Promotes consistency in employee treatment and decision-making.

10. Training and Development

Identifies and addresses skill gaps within the workforce. Encourages continuous learning and career advancement. Enhances employee satisfaction and retention.

11. Performance Management

Aligns individual performance with organisational goals. Provides constructive feedback for professional growth. Facilitates fair and transparent reward and recognition systems.

12. Employee Feedback and Meeting Management

Cultivates a culture of open communication and continuous improvement. Empowers managers to provide timely feedback for performance enhancement.

13. Employee Relations

Ensures fair treatment of employees through grievance and disciplinary processes. Maintains positive employee morale.

14. Employee Engagement and Retention

Boosts morale and job satisfaction through recognition and wellness initiatives. Promotes a supportive work environment conducive to productivity. Proactively addresses employee concerns to prevent turnover.

15. Career Development and Succession Planning

Nurtures talent pipeline for future organisational needs. Encourages employee loyalty and commitment through growth opportunities. Top Talent recognition - identifying and developing future leaders.

16. Offboarding

Facilitates smooth transition for departing employees. Gathers valuable feedback for process improvement. Mitigates operational disruptions through knowledge transfer and transition plans.

17. Compensation and Benefits

Ensures competitive compensation packages to attract and retain top talent. Provides essential benefits for employee well-being and financial security. Benchmarks industry standards for fair and equitable compensation.



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The driver behind Career Dynamics revolves around a holistic approach focused on elevating both individual and organisational performance to achieve excellence. It involves embracing challenges and change, continuously enhancing skills and processes, and actively engaging stakeholders to drive innovation and collaboration. By integrating these pillars of Embrace, Enhance, and Engage, your company will cultivate a culture of adaptability, improvement, and collective success, ultimately striving for peak performance and sustained excellence.

embrace: Embracing challenges, diversity, and change, fostering a culture of adaptability and resilience.

enhance: Continuously improving skills, processes, and systems to elevate individual and organisational performance.

engage: Create action. Actively involving employees, stakeholders, and customers to foster collaboration, innovation, and a sense of belonging, driving collective success.

