

HR Impact

Creating customized, practical & innovative workplace solutions



What are we all about?

HR Impact was established in 1989 by Fiorella Callocchia, a savvy and visionary entrepreneur who realized that in order for companies to achieve success, they had to demonstrate a real commitment to the people side of their business.



Since that time, HR Impact has become known as a one-stop Human Resources boutique for companies enjoying fast growth, smaller companies just starting out, as well as large multinational corporations.

What makes us unique is the customization of our services to meet your specific needs and objectives. No two companies are alike. We create practical and innovative solutions that are tailored just for you. There are no cookie cutters in our kitchen.



Built 100% on referrals, we are committed to making every client feel valued and as if they were our only one. Seeing our clients succeed is why we are in business. It is simply what we enjoy doing!



Creative "Employer of Choice" initiatives...

Part of what being an "Employer of Choice" means is that there is a commitment to ensuring the people side of the business is aligned with the direction the business is taking now and in the future. This means having a framework established to ensure employees have the tools, the leadership and the motivation to succeed!

Some of the ways we can help your organization become an Employer of Choice are:

- Designing recruitment strategies to attract the best talent
- Conducting HR audits to increase efficiency & effectiveness
- Developing HR handbooks, policies and tools
- Creating a customized retention program for top performers
- Building an HR strategy & infrastructure that is aligned with the business
- Designing performance management systems which boost productivity
- Conducting employee satisfaction initiatives
- The list only ends with your imagination...

We hope to hear from you...

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Being S.M.A.R.T. about your Future

Specific

Measurable

Achievable

Relevant

Time-dimensioned

Is it S.M.A.R.T.?

My goal is to vacation in Paris....**NO!**

My goal is to save \$100 / month until June 2010 for a vacation in Paris....**YES!**



Write it down.

Written goals have a way of transforming wishes into wants; can't's into cans; dreams into plans; and plans into reality. Don't just think it - ink it!

~ Author Unknown

Top 10 S.M.A.R.T. Tips for setting Goals

1. **Write your goals down** – it is a proven fact that you are more likely to achieve them
2. **Make them believable** – you must believe it to achieve it and be motivated to try
3. **Share your goals with others** – solicit encouragement of supportive family members & friends
4. **Set at least one short-term goal (6-9 mos)** – guarantee yourself frequent victories & momentum
5. **Set a long-term goal (2+ years)** – provides a sense of purpose & something to look forward to
6. **Simplify** – break the goal down into steps, tasks or milestones
7. **Anticipate & overcome obstacles** – don't let adversity, setbacks or surprises stop you from forging ahead
8. **Strive for balance** – set goals in different areas of life: health, finance, family, career, travel etc.
9. **Be flexible** – goals can be dynamic, be prepared to modify and revise them as necessary
10. **Stay positive** – Imagine what reaching your goal looks like. Be confident that you can achieve success!

My short-term goal:

My long-term goal:



Fiorella Collocchia is President of HR Impact, a firm specializing in creating customized, practical & innovative workplace solutions. With extensive experience in conference speaking, Fiorella has coached thousands of people on how to achieve career & personal success.

Fiorella's unique approaches have been featured on TV, radio and in various print media.

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