**When and why hire an HR consultant? - Here’s some research**

The latest studies show us that taking care of your employees is as essential as taking care of your clients**.** Human Resources (HR) have an indispensable role in a company's success nowadays. It is a crucial department that can keep employees connected to the company while focusing on employee matters. One thing is sure: HR should have the same importance as your marketing department.

Many companies question themselves, when is the right time for hiring an HR consultant. I think that there are five key moments when you should seriously consider hiring an HR consultant.

*The first moment* is when you are a new business. A new business needs a professional HR consultant to develop the best strategies and policies for hiring and retaining talent. A new business cannot move forward without insightful policies that ensure that.

*The second moment* is when you need new HR policies. Outdated, irrelevant, or even non-existent HR policies are a high cost for a company. Updating your policy and strategies can help you grow naturally and not use the same approach when you had 10 employees for 100 employees.

*The third moment* is when your business has an HR incident. A human resources consultant can be helpful when there has been a specific HR incident. When no one in-house has the particular skills or independent status to deal with the situation appropriately. The incident may require a workplace investigation where an unbiased, impartial, and systematic perspective is needed.

***Why should you hire an HR consultant?***

An HR consultant is a professional that can help your business in different moments. Except for the above moments, another crucial moment when an HR consultant can help is when you plan to expand your business. There are three main reasons why an HR consultant can help you with your business.

***Recruiting***

An HR business consultant can guide you on what it takes to bring qualified applicants and how to retain these talents. They can provide tips on the best recruitment strategies and advice on how to make wise hiring decisions. Small businesses cannot afford to consume resources on ineffective recruitment tactics. An HR consultant can save your company thousands by minimizing your cost per hire and creating a productive workforce.

***Expert Advice***

HR consultants exist to advise on the changes the business needs to make for it to grow further. They can provide valuable ideas on what needs improvement in your business. Their area of expertise varies from training and seminars, how to give excellent employee experience, recognitions and rewards, and other suggestions that could lead to better company reputation and employee relations.

***Strategy***

Strategic human capital development is an essential requirement for organizational success. On the other hand, it is one of the HR consultant's strengths. An HR consultant can help your business in two major areas:

●      your staff gains from the expertise that your HR consultant gives in coordinating the HR strategic functions. It can free the time of your HR staff to focus on other crucial HR areas of development.

●      Secondly, it gives business owners the capability to leave HR functions in competent hands while they devote their time and focus to overall business development.

In conclusion, I think that an HR consultant can help your business grow naturally due to its comprehensive experience. Another vital thing to add is that HR's best practices lead to retaining top talents and a better reputation for your company.

Contact me if you are experiencing the situation that I mentioned in the article with your business. I would be happy to connect you with some great HR consulting firms to assist you!