

The background of the cover is a photograph of a construction site at sunset or sunrise. In the foreground, a worker in a hard hat and safety vest is bent over, working on a grid of rebar. Other workers are visible in the distance. A large, dark blue geometric shape, resembling a stylized 'P' or a corner, is overlaid on the image, partially obscuring the workers and the sky.

P. M. RENAISSANCE

COMPANY PROFILE



PEOPLE MANAGEMENT RENAISSANCE.

P.M. Renaissance is a Boutique People Management Consulting Firm aimed at helping organisations create quality working environments that support achievement of desired business results, through their most valuable assets – their **Human Resources!**



OUR SERVICES



TALENT OUTSOURCING

Our talent outsourcing service allows you to leverage on our human resources management expertise to respond to contingent staffing needs. We provide and manage all aspects of the contingent workforce engagement - Contractors, Temporary Workers, and Consultants. **Contract Management | Onboarding | Payroll | Benefits Administration | Expatriate Management | Visa & Work Permits Facilitation | Pensions & Statutory payments | HR Advisory Support | Satisfaction Measurement | Continuous Engagement.**



RECRUITMENT

We apply bespoke sourcing and selection methods, to ensure you get the RIGHT candidate rather than a 'right now' candidate. Our streamlined process involves sourcing within specialist networks, behavioural, psychological & technical assessments and pre-screening, reference & security checks to ensure a high placement success and employee retention rate. **50,000+ Candidate Database | 100% Referral Rate | Assessment Library Of 800+ Tests | Industry Expert Interviews | Client Selection Process Support | Recruitment Report | Reach Beyond Ghana- Southern Africa, East Africa, West Africa. Multi - Level replacement experience - C-suite & Executive | Senior Management & Mid-management, officers / professionals & paraprofessionals.**



SALARY SURVEYS

We conduct industry-specific salary surveys designed to position your company as an employer of choice. **Comprehensive Reports | Full Compensation & Benefits Benchmarking | Verifiable Data**



PEOPLE MANAGEMENT CONSULTING

Our HR consulting services align business goals with people strategy. Our service is delivered on both project basis and advisory service subscription on areas which include **HR Audit, Strategic Workforce Planning & Talent Management, Compensation & Benefits Structuring, Performance Management, HR Policies and Procedures, Industrial Relations.**



OUR SERVICES



PAYROLL MANAGEMENT

Our payroll solution cuts to the chase and focuses on accurate and timely delivery while integrating with your processes. It is designed to meet the requirements of the tax and labour laws. **Tax Advisory | Leave Tracking | Employee Self Service | On Time Processing | Pensions Management | Detailed Payslips | Payroll Reports**



CORPORATE EVENT SERVICES

Our corporate event services help organisations plan and organise sessions to celebrate milestones, foster self-awareness, embody values and enhance collaboration. **Team Building Facilitation | Strategy Sessions | Corporate Retreats | Group Personality Assessments | Project Milestone Reviews**



TRAINING

Our trainings are participative, combining learning with play and delivered by certified trainers with practical industry experience. Our trainings are tailored and designed to respond to specific organisational needs. Trainings delivered include: Health & Safety, Efficiency & Productivity, Business Etiquette, Workplace Cooperation, Quality Management, Customer Service, Diversity & Inclusion among others. **Comprehensive Training Reports | Continuous Development | Training Impact Assessments**

KEY PROJECTS

TALENT OUTSOURCING

Projects executed:

- **Expatriate staff management** - *Global Mining Services Company, Accra, Kumasi & Tarkwa, Ghana*
- **Expatriate management** - *Italian Tile Manufacturing Company, Accra, Ghana*
- **Staff management** - *Chamber of Commerce, European Country, Accra Ghana*
- **Management of over 100 project staff** - *Global Market Research firm, Accra, Kumasi, Tamale, Ghana*
- **Staff management & brokerage for about 70 employees in various locations nationwide** – *Agribusiness Company, Accra, Akumadan, Ghana*

RECRUITMENT

Projects executed:

- **Recruitment strategy development and placement of up to 60 cross functional roles (up to 60 roles)** – *Downstream Oil & Gas Company, Public Sector, Accra & Tema, Ghana*
- **Recruitment of top-level management roles** – *International Governmental Development Agency, Accra, Ghana*
- **Recruitment of up to 40 management, officers and paraprofessionals-** *Multinational Construction & Engineering Company - Covid Response Health Facility, Accra, Ghana*
- **Recruitment and management of about 40 technical staff** – *Desalination Plant Multinational Engineering Company, Nungua, Ghana*
- **Recruitment for senior IT roles** - *Agritech company, Ivory Coast.*

- **Recruitment of senior-level technical roles** - *Global Authentication Solutions Company, Accra, Ghana*
- **Recruitment of finance and operations roles** - *Multinational Animal Feed Processing Company, Free Zones, Ghana*
- **Expatriate recruitment (Senior Engineering Role)** - *Italian Construction & Engineering Firm, Accra, Ghana*
- **Expatriate recruitment for top management roles** - *Project Management Consultancy, Accra, Ghana*
- **Recruitment for senior to mid-level roles** - *Traffic Management Project, Accra, Ghana*

CONSULTING PROJECTS:

- **Compensation structure development** - *Agro-processing Plant, Accra, Ghana*
- **Organisational and salary restructuring (up to 70 roles)** – *Downstream Oil & Gas Company (Government owned), Accra & Tema, Ghana*
- **HR advisory, salary & policy surveys** – *Oil Mooring Company, Tema, Ghana*
- **HR advisory services** – *Desalination & Water Treatment Plant, Accra, Ghana*
- **HR Audit and Workforce Consulting** – *Independent Power Producer, Takoradi, Ghana*
- **Compensation surveys, Ghana:**
 - *Agro-processing*
 - *Medical Equipment*
 - *Independent Power Producer*
 - *Aviation*
 - *Transportation*
 - *Downstream Oil & Gas*
 - *Midstream Oil & Gas*

INDUSTRY EXPERIENCE

Over the years, PMR has gained varied experience in a myriad of industries and still counting. We value expertise leading us to adopt a specialist approach when executing projects. Our team of industry experts understands the peculiarities of your industry.

- Downstream oil and gas
- Midstream oil and gas
- FMCG
- Manufacturing
- Agro Processing
- Agri Business
- AgriTech
- Engineering
- Construction
- Turnkey projects
- International Governmental & Non-governmental organisation
- Conservation organisation
- Market Research Firms
- Authentication & Technology
- Hospitality
- Retail

OUR TEAM

With over 40 years of combined experience, our team has built capacity within a wide range of industries, notably oil and gas, power, mining services, and manufacturing.

OUR LEAD



Gabriella Neumann, Managing Director | Lead Consultant, MA HRM, BA Psychology, MCIPD, CIHRM

Gabriella is a Human Resources Practitioner with over 18 years' generalist Human Resources experience, providing a full spectrum of HR services having held various Human Resources Strategic and Operational positions mostly senior management and consultancy in diverse industries which include Oil & Gas, Manufacturing, Telecommunications and International Conservation. Further to her industry HR experience, she co-founded a recruitment firm in 2012, and sits on boards with diverse operations from authentication services to international conservation.

At PMR she provides strategic leadership in delivery of 360 HR services which includes talent acquisition, talent outsourcing, compensation research, human resources advisory and bespoke training. With a strong statistics and research background, she conducts research on compensation, reward, recruitment & selection, and performance management. She is a certified International Labour Organisation (ILO) SCORE & SCORE HoCo trainer, focusing on workplace cooperation, performance, efficiency, and youth employability. Her expertise includes Compensation & Reward, Industrial Relations, Manpower Efficiency, Employee Motivation, and Human Resource Strategy.

Her recent consulting projects have included organizational and compensation restructuring, HR integration programme as part of a merger, strategic HR planning and team-building & project milestone facilitation.

ENGINEERING LEAD



Dirk Neumann, Dipl.-Ing, Energy Engineering and Building Services, FH HTWK, Germany.

25 years' experience in various MEICA roles in different industries which include service engineering, design consultancy and project delivery in the energy, building services and water utility industries. He has built and lead engineering teams for technical sales, design engineering, plant maintenance and construction. Dirk leads PMR's engineering related portfolio and lends his wealth of experience to conduct extensive technical & industry suitability assessments which ensures accurate placements.

FINANCE LEAD



Francis Aduteye, FCCA, CA, CTP

Finance Director with over 20 years' experience in Professional Accountancy Practice, Health Project Management, Procurement, Auditing, International Development, and Tax Management roles for top multinationals and conglomerates, including USAID, MAK Global Partners, First Group Ghana Limited, Management Sciences for Health, and Debill Services Limited. He has garnered several industry accolades, and is ACCA, ICAG and CITG affiliated, with a Master of Science in Professional Accountancy in the works. Francis provides strategic finance management, compensation management, taxation advisory and compliance direction to PMR and its clients.

KEY CLIENTS



OUR PARTNER





WHAT OUR CLIENTS SAY:

"For us PMR is that strategic partner that ensures that all statutory obligations are met... We couldn't have asked for a better partner." -
HR Director, SMT Ghana

"We have experienced utmost confidentiality and security through our partnership with PMR... Recruitment has been seamless, we haven't had any issues with anyone we have recruited through PMR. PMR understands exactly what we need! -
Administrative Manager, Abengoa

"I was looking for a career move at a point in time and I think they provided exactly what I needed. My experience and relationship with PMR was spot on! I'm now in a role where I'm more fulfilled and I couldn't have dreamt about anything more than that. -
Head of HR, IGO





CONTACT US



+233 30 291 7086
+233 24 817 0108
+233 50 704 9442



info@pmrenaissance.com



40 Abafun Crescent,
Labone-Accra



www.pmrenaissance.com

CONNECT WITH US



[pmrenaissance](#)



[P.M.Renaissance](#)