

BLUEGRASS INDUSTRY LEADERS

Unique Solutions for Your Toughest Human Resource Challenges



Lyle Hanna may be the best-known human resources leader in Kentucky, but the Founder and President of Hanna Resource Group (HRG) approaches everything from the standpoint of service.

“Everybody on our team puts service first, helping drive community success,” he explains. “I think that’s one of the reasons we’ve been successful.”

The team’s philanthropy has been recognized to the point that the annual Kentucky SHRM Conference awards the Lyle Hanna Volunteer Spirit Award to recognize Kentucky community leadership in HR.

FROM ASSESSMENT THROUGH COMPENSATION

“Strategic HR is much more than tactical matters, like keeping records or complying with regulations,” Hanna says. “It’s about long-term business success and growth.”

- **Assessments:** “We always start with an assessment of a company’s situation,” Hanna says, “whether that means needing a CEO right away or investing in new equipment.” An HRG assessment includes a scorecard of red, yellow, and green: red for the urgent items, yellow for what you need to fix very quickly, and green for what you need to build on. “The assessment gives us the game plan for the resources you need, when you need them, and how many you need over time,” says Hanna.

- **Outsourcing:** This is all about getting the right resources to handle tasks that don’t need to be handled in-house. “I call it ‘getting more talent for the situation,’” says Hanna. “If a client can outsource something to us—such as creating an employee handbook or writing job descriptions—why wouldn’t they? These are the tactical matters we handle so clients can focus on what’s important for them to do to grow their business.”

- **Recruiting:** “Recruiting is more than filling vacancies,” Hanna says. “It’s about getting the right people on board. We seek out and hire the best candidates, and it’s a combination of science and art. We determine who can best contribute to the organization and onboard them in a way that’s very positive and constructive, so they hit the ground running.” If that means dealing with an emergency scenario, HRG has the experience to handle it. “We’ve been known to recruit executives in 48 hours when the need was urgent,” he says.

- **Pay and Rewards:** “We get that compensation is always a key consideration,” says Hanna. “Pay and rewards help ensure everyone is working together to create success in the organization.”

From manufacturing and construction to health care and education, HRG’s human resource management strategies and tailored solutions continue to drive clients’ business success.



Learn more about the team at HannaResource.com

HRG DELIVERS HUMAN RESOURCE MANAGEMENT STRATEGIES AND SOLUTIONS CUSTOM TAILORED TO AN ORGANIZATION’S NEEDS.



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