



Caroline McEnergy

The HR Suite

GOING FOR GROWTH PROFILE

NAME:

Caroline McEnergy

BUSINESS

The HR Suite

POSITION

Founder & Managing Director

WHAT WE DO

- Specialist Human Resources
- Employment Law
- Training

CONTACT US

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Caroline set up The HR Suite in response to the demand for outsourced expert HR and employment advice being necessary and accessible for all companies who employ people.

Caroline is a former commissioner on the Low Pay Commission and is also an adjudicator in the Work Place Commission. She has also completed a Masters in Human Resources in the University of Limerick, and is a trained mediator. Caroline had worked across various areas of HR for over 20 years, and saw the opportunity to set up her own HR consultancy. *"I felt there was a real niche market to provide expert Employment Law and HR advice to employers. Many companies depended on their accountants or solicitors for HR advice relating to employment law who may not be specialising in that area, so they passed the work onto us. There was a clear gap for us to be a business expert one-stop HR advice service".*

The HR Suite offer specialist tailored and effective human resources and business solutions to clients throughout Ireland. *"We provide a similar service to a HR Department for a range of clients, from SME's right up to multinationals. We give practical advice on best practice – no company is too big or too small."*

With offices in Kerry and Dublin with a nationwide client base, The HR Suite has been growing steadily over the last 10 years. The company now has over 500 clients throughout Ireland and employs 9 full time staff. The team work continuously with HR Consultants in order to provide an efficient and seamless process. *"We really try and maximise the value of our competitive advantage. The people that work with me are my greatest resource. For any company, your team are crucial to driving the business on to be successful or to holding it back or distracting the business owners if HR or performance issues exist."*

At times, Caroline has found the journey challenging, but rewarding. *"You have to make the final decisions and a lot of the time you have to be the accountant, the marketer, the HR person as well as looking after the day to day operations of the business."*

Since starting her own business, Caroline speaks regularly at national events around Ireland. Caroline speaks widely and writes articles and papers on thought leadership in relation to the future landscape of HR and the challenges and opportunities that presents for employers and employees. She also speaks on the area of employment law, mediation and other relevant HR related topics. She is a lead mentor on the ACORNS programme which is promoting entrepreneurship for women and is a member of the going for growth entrepreneurship programme and continuing the momentum programme. Caroline spoke at the National Women's Enterprise Day and heard about the Going for Growth initiative through a fellow speaker. *"Going for Growth has been a massive support for me and has helped me focus on taking my business to the next level. It gave me the springboard to drive the business on and meet fantastic like-minded business entrepreneurs."*

"Our clients are our best ambassadors as they trust us to give them timely expert advice & superior customer service, we really care about them and their business and give them peace of mind in this complex area. We appreciate the challenges and huge opportunities that maximising your people presents to all businesses and we are here to help businesses proactively in this area."

Caroline is also the author of *"The Art of Asking the Right Questions"* a tool kit for people managers to ensure they maximise the talent of their people. The guide contains top tips and guidelines for anyone who manages people regarding recruitment, appraisals, personal development etc.

THE **Hr** SUITE
FOR PEOPLE AND BUSINESS

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