



Human Resource Ally *News*

Human Resource Ally to Provide Consulting, Services to Area Companies

(Arlington, Texas...) Backed by over 20 years of experience in the field of human resources, Martha Duesterhoft has announced the formation of Human Resource Ally, a consulting firm targeting small to mid-sized organizations.

Ms. Duesterhoft has also announced that she has signed projects for the Kidd's Kids Foundation and for Accenture.

"After working in both operational and strategic HR roles, I witnessed first-hand the needs of human resource professionals as they struggle to support the business, trying to balance heavy administrative duties with time-sensitive employee relations issues that can impact company performance," said Martha Duesterhoft, principal and founder of Human Resource Ally. "I am now in the unique position to offer services that will tap into the unrealized gifts of the single most valuable resource within a company: its people."

Currently, Ms. Duesterhoft lists two Human Resource Ally service offerings: Leader Ally and Consulting Ally.

Leader Ally is a program to develop and assess leadership qualities among executives and managers, serving as a launch pad for individuals to gain insight into leadership practices while developing plans to build or enhance existing skills.

"Strong leadership results in strong company performance, which is the driver of this program," said Ms. Duesterhoft.

Consulting Ally provides consulting services for Human Resource management by partnering to create or enhance people programs and thereby improving company performance. Areas of specialization include: new hire orientation and integration programs, performance evaluation process and forms, succession planning and management, organization-specific training course development, and transition management for outsourcing activities. Additionally, Human Resource Ally can create employee handbooks and policies, develop career management models and career level structures, prepare job descriptions, and develop training programs.

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Martha Dueterhoft graduated with a B.A. in marketing from Texas A&M. She holds certification from the Center for Creative Leadership, an international nonprofit institution that has pioneered research and training to advance the understanding, practice and development of leadership to benefit society worldwide.

Ms. Dueterhoft has worked in human resources for both the retail and restaurant industries before joining Accenture in 1992. Her retail experience with Federated Department Stores was focused primarily on training and development issues before moving into a role as director of human resources for Unigate Restaurants. While at Accenture, Ms. Dueterhoft fulfilled various roles in consulting, operational and strategic Human Resource positions.

In 2001, she moved to Accenture's HR outsourcing company as the second employee in the North American operation. While there, Ms. Dueterhoft implemented successful transitions, which was a collection of interrelated projects resulting in the movement of people and services from the client organization to Accenture.

Throughout her career, Ms. Dueterhoft focused in the areas of people development and project management. Given these areas of specialization, Ms. Dueterhoft's expertise is realized in the initial service offerings for her company: leadership assessment and development and human resource generalist consulting.

"The common goal for my programs is enhancing company performance. I measure Human Resource Ally's success by the successful impact we have on a client's business," said Ms. Dueterhoft.

Human Resource Ally is available to provide HR consulting capabilities targeting small and midsize companies and can be found on the web at www.humanresourceally.com.

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