RendoHR

Integrated People Solutions



COMPANY PROFILE

Call us today for a free no obligation chat on
0737769680 or **visit www.rendohr.rw**



Is your HR service provider the right one for your business?

Choose us for right-sized HR solutions tailored for growing businesses.

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Our Identity

At RendoHR, our name reflects who we are and how we work.

Rendō (連動) is a Japanese word meaning *linkage*, *operating in tandem*, or *working together*. It represents our belief that the strongest organizations are built through meaningful partnerships, aligned teams, and shared purpose.

We exist to connect people, processes, and technology in ways that help growing businesses to thrive. By working alongside our clients, not just for them, we create HR solutions that empower people, strengthen businesses, and drive lasting impact.

RendoHR is more than a name; it is our commitment to collaboration, trust, and growing together.

Our Vision

To be the trusted HR partner for growing businesses, transforming complex people challenges into competitive advantages.

Our Mission

To empower growing businesses with strategic, practical, people-centered HR solutions that build resilient organizations and develop the talent driving success.

Our Values

Responsiveness
Innovation
Partnership
Excellence

Our Culture

We are obsessed with delivering exceptional value to our clients.
We take ownership of our work, hold ourselves accountable, and commit to continuous growth.
We celebrate our wins with humility and embrace our fails as opportunities to learn, improve, and come back stronger.

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We provide flexible HR solutions

People are the driving force behind every successful organization. Yet managing human resources effectively requires more than administrative processes, it demands strategic expertise, legal compliance, and people-centered solutions that enable businesses to thrive.

At RendoHR, we partner with organisations to transform their people function into a strategic advantage. We provide practical, innovative, and commercially-focused HR solutions that help businesses attract, develop, engage, and retain exceptional talent while remaining compliant with employment legislation and industry best practices.

Whether you are a growing business without an in-house HR function, an established organization seeking specialist expertise, or a company navigating change, we deliver flexible HR solutions tailored to your unique business needs. From recruitment and workforce outsourcing to organizational development, compliance, performance management, leadership development, and executive HR advisory, we become an extension of your team, allowing you to focus on growing your business while we take care of your people.

RendoHR is your trusted partner in building compliant, productive, and high-performing workplaces.

Why partner with RendoHR?

Focus on your core business

Managing people is essential, but it can also be time-consuming and complex. By entrusting your HR function to Rendo HR, your leadership team can concentrate on strategic priorities, operational excellence, and business growth while we manage the day-to-day people responsibilities.

Access experienced HR expertise

Gain the support of experienced HR professionals without the cost of maintaining a full-time HR department. Our scalable solutions provide the expertise you need, precisely when you need it, making professional HR support accessible to organizations of every size.

Flexible Solutions That Grow With Your Business

No two organizations are the same. Whether you require a one-time HR project, ongoing advisory support, fractional HR leadership, or a fully outsourced HR function, we tailor our services to align with your objectives, culture, and stage of growth.

Ensure Compliance and Minimize Risk

Employment legislation and workplace regulations continue to evolve. Our experts help ensure your organization remains compliant, reducing legal, financial, and reputational risks through sound HR practices, robust policies, and proactive employee relations support.

More than an HR Consultancy

At RendoHR, we do more than solve HR challenges; we help organizations unlock the full potential of their people. We believe that when businesses invest in their workforce through effective leadership, sound people practices, and strategic HR solutions, they create sustainable growth, stronger cultures, and lasting competitive advantage.

Many growing businesses fail to ensure solid HR foundations in their policies, procedures and employee training, usually due to lack of time and resources, or simply not realising that the business has grown to a size where it requires a structure to be implemented and supported by robust HR practices.



Fractional HR Support

Your on-demand HR partner: expert support without the cost of a full-time HR professional.

Our Fractional HR Support service provides businesses with flexible, cost-effective access to experienced HR expertise whenever it is needed. We become an extension of your team, providing both strategic guidance and day-to-day HR support across the entire employee lifecycle

Whether you need ongoing support, interim cover, or assistance during a period of growth, restructuring, or organizational change, we deliver tailored solutions aligned with your business objectives.

Our support includes:

- *Recruitment and onboarding*
- *Employee relations*
- *HR compliance and labour law guidance*
- *Performance management*
- *HR policies and procedures*
- *Disciplinary and grievance management*
- *HR administration*
- *Strategic HR initiatives and advisory*

This service is ideal for businesses that:

- *Do not have a dedicated in-house HR function.*
- *Require temporary/interim HR leadership or support.*
- *Need professional HR expertise but do not have the workload or budget for a full-time HR.*
- *Have a junior HR practitioner who requires guidance, mentoring, or specialist support.*
- *Are growing, restructuring, or navigating complex people-related challenges.*

Employee Relations Advisory

Protect your business by ensuring that your HR policies and procedures align and comply with the requirements of the relevant labour laws.

Our Employee Relations Advisory service covers:

Drafting and reviewing employment contracts

We prepare and review employment contracts that are legally compliant, commercially sound, and tailored to your organization's needs. Our contracts clearly define roles, responsibilities, terms of employment, and protect the interests of both employers and employees.

Formulating and updating HR policies

We develop, review, and update HR policies and procedures that align with labour legislation, industry best practices, and your organizational culture. Our policies promote consistency, compliance, fairness, and effective people management..

Developing employee handbooks

We create comprehensive employee handbooks that reflect your organization's policies, values, expectations, and workplace standards. These handbooks serve as an essential guide for employees while strengthening organizational culture and compliance.

Supporting disciplinary and grievance procedures

We provide expert guidance throughout disciplinary and grievance processes, ensuring they are conducted fairly, consistently, and in compliance with applicable labour laws. Our support helps organizations resolve employee issues while minimizing legal and reputational risks.

Facilitating private workplace mediation

We offer confidential workplace mediation to help resolve interpersonal conflicts, employment disputes, and workplace disagreements. Through impartial facilitation, we help parties reach practical, mutually acceptable solutions that preserve professional relationships and workplace harmony.

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HR Consulting Solutions

We offer end-to-end HR consulting solutions designed to align your people strategy with your business goals..

Our core HR consulting expertise covers:

HR Audits

We conduct comprehensive HR audits to assess your organization's compliance, policies, processes, and people practices. Our audits identify gaps, mitigate risks, and provide practical recommendations to improve HR effectiveness and ensure regulatory compliance

Organisational Development

We help organizations strengthen their effectiveness by improving the alignment of structures, culture, leadership, and people capabilities. Our organizational development solutions support sustainable growth and performance.

Performance Management

We design and implement performance management systems that align individual performance with your organizational objectives. Our solutions include goal setting, performance appraisals, continuous feedback, and development planning to drive accountability.

Employee Engagement & Satisfaction Survey

We design and administer confidential employee engagement and satisfaction surveys that provide valuable insights into staff morale, culture, and organizational effectiveness. We analyze the results and provide actionable recommendations to improve employee experience, engagement, and retention.

Compensation Benchmarking Surveys

We conduct compensation benchmarking surveys to assess your remuneration against market standards and industry trends. Our evidence-based insights help you develop competitive, equitable, and sustainable reward strategies that attract and retain top talent while maintaining internal equity.

HR Outsourcing Solutions

Our range of outsourced HR solutions allows our clients to let us handle some or all of their key human resource processes.

Our outsourced HR services include:

Workforce Outsourcing & Management

We provide reliable workforce outsourcing solutions that enable organizations to access skilled talent while reducing administrative burden. We manage the employment lifecycle on your behalf, allowing you to focus on your core business operations.

Recruitment

We deliver end-to-end recruitment services to help you attract, assess, and hire the right talent. Our structured recruitment process ensures you secure candidates who have the skills, experience, and cultural fit needed to drive business success.

Payroll Processing

We provide accurate, timely, and confidential payroll processing services that ensure employees are paid correctly and in compliance with statutory and tax requirements. Our payroll solutions minimize errors, reduce administrative workload, and support regulatory compliance.

HR Help Desk

Our HR Help Desk provides responsive, professional support to managers and employees on day-to-day HR matters. From policy interpretation and employee relations to leave, benefits, and compliance queries, we deliver timely guidance that keeps your workforce informed and productive.

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Employee Training & Development

We empower individuals, teams, and leaders with the knowledge, skills, and behaviours required to drive organizational performance.

Our practical, interactive training solutions are tailored to your business needs and delivered by experienced facilitators using adult learning principles that maximize engagement and knowledge retention.

Leadership Development

We equip current and aspiring leaders with the competencies required to lead people, drive performance, and successfully navigate today's dynamic business environment.

Our leadership programmes include:

- *Supervisory Management Training*
- *Management Development Programme*
- *First-Time Managers Programme*
- *Coaching & Mentoring Skills*
- *Change Management*
- *Conflict Resolution & Negotiation*
- *Decision-Making & Strategic Thinking*

Professional Skills Development

We help employees develop the essential workplace competencies that improve productivity, collaboration, and service delivery.

Our professional skills programmes include:

- *Business Writing & Professional Communications*
- *Effective Public Speaking & Presentation Skills*
- *Business Etiquette & Professional Grooming*
- *Emotional Intelligence*
- *Critical Thinking & Problem Solving*
- *Customer Service Excellence*



Team Building Programmes

Our Team Building programmes are designed to strengthen relationships, improve collaboration, enhance communication, and create a culture of trust, accountability, and shared success.

Rather than focusing solely on fun activities, we facilitate purposeful experiences that address real workplace dynamics and reinforce desired behaviours that contribute to organizational performance.

Our team-building solutions include:

- *Indoor Team Building Workshops*
- *Outdoor Experiential Team Building*
- *Executive Leadership Retreats*
- *Departmental Team Alignment Sessions*
- *Cross-Functional Collaboration Workshops*
- *Problem-Solving and Innovation Challenges*
- *Newly Formed Team Integration*
- *High-Performance Team Development*
- *Values and Culture Alignment Sessions*

Every programme is customized to your organization's objectives, team dynamics, and desired outcomes. We begin by understanding your goals before designing and facilitating engaging, results-oriented experiences that produce measurable improvements in team-work, communication, collaboration, and overall organizational effectiveness.

Our programmes can be delivered as half-day, full-day, or multi-day events and may even be combined with leadership training, strategic planning, or organizational development initiatives for even greater impact.



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Not every growing business needs a full-time HR manager.

That is why we offer Fractional HR Support.
Because the right expertise matters
more than full-time presence.

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0737 769 680

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