

- People Team in a Box -

Deep experience building solutions that scale.



Collaborative

Scoped, crafted & customized to fit your needs. No cookie-cutter buildouts. No logo swapping in content. Select one, three, or all of below.



Lean

Implementing low-touch, intuitive systems & processes. Right-sized for now, feature-fitted, and scalable for future growth.



Current

Real-world experience implementing for leaders and talent of today. Modern processes, tools and systems suitable for the current landscape.



Fast

Rapid ramp-up for current state, context and nuance understanding, followed by implementation and delivery sprints.



Right-Sized Systems

- HRIS
- ATS
- Spend Mgmt
- Payroll
- Benefits Mgmt
- Performance
- Feedback
- Communication
- Equity Mgmt



Talent Acquisition

- In-House recruiting
- Hiring Process & Templates
- Talent Brand
- Relocation Guide
- DEI Sourcing
- Candidate Experience
- Referral Program
- Intern Program
- Candidate Content
- Hiring Training



People Operations (Core HR)

- Handbooks
- Personnel records
- Data Fidelity
- Due diligence readiness
- Offboarding
- Exit Compliance
- HRIS management
- Employee roadmap



Talent Management

- Levels/Framework
- OKRs & Goals
- Review Processes
- Calibrations
- Talent Growth
- 1:1 Coaching
- Internal Hiring
- Training / Development
- Career Pathing



Ops Alignment

- BvA
- Spend Mgmt Forecasting Process
- Mgr / Budget Process
- Acctg / HR Alignment
- IT systems
- Legal/HR alignment
- Mktg / HR alignment



Onboarding & Enablement

- Onboarding Program
- Orientation Content
- Partnership Agreements
- Ramp Plans
- Cross-Fx Support
- Tech Enablement
- Role Charters
- People Processes
- Training



Benefits & Compensation

- Comp Strategy
- Comp Audit
- Comp Committee
- Executive Comp
- Equitable Pay Practices
- Policies
- Equity Strategy
- Benefits Audit
- Benefits Setup & Systems
- Open Enrollment



Manager Effectiveness

- Vision Setting
- Goal Alignment
- Manager Playbooks
- Accountability & Delegation
- Time/Meeting Effectiveness
- Shadow Board
- Employee Board member
- Leadership Principles
- Feedback & Escalation



Headcount & Org Design

- Growth Strategy
- Planning Mechanisms
- Role-Need Alignment
- Role Scope
- IC/Manager Ratio



Internal Comms

- Comms Strategy
- Company Candence
- Annual Kickoff / All Hands / QBRs
- Confidence in Leadership
- Feedback Strategy
- Exec/Team Offsite
- Team Alignment



Diversity, Equity & Inclusion (DEI)

- DEI Strategy
- Philosophy
- Data Capture
- Data Compliance
- Change Log (Transparency)
- Analysis & KPI
- Representation



Culture Building

- Feedback Actions
- Recognition
- Values Alignment
- Psychological Safety
- Collaboration & Trust
- Connection to Purpose
- Peer Connection
- Community Impact