



Fixed term experts / capsuled solutions

What's in the box?

- your pre-identified needs
- + SME assessment / dialogue
- Land on 30, 60, or 90-day (1/3, 1/2 or full box)
- finalize roadmap prior to Day 1 kick-off



Right-Sized Systems

HRIS
ATS
Payroll Systems
Benefits Systems
Performance Tool
Feedback Tool
Equity System



Talent Acquisition

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



People Operations (Core HR)

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



Talent Management

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



Business Operations

BvA & Fin-Ops
Spend Management Tool
Budget Request
IT systems
Legal Ops
Acctg-HR Alignment
Talent-Mktg 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

Commitment.

Lite (1/3 box)

4 people team areas (1 sprint)

30 days

Intermediate (1/2 box)

6 people areas (2 sprints)

60 days

Full box

Entire people box (3 sprints)

90 days



A Better Model

- \$\$\$ Option 1: Use the 'google + wing-it' approach (and don't solicit feedback to know if working well)
- \$\$\$ Option 2: Pay external firm/SME by specialty, \$8-10K per project (IE: compensation, performance, L&D, etc)
- \$\$\$ Option 3: Hire fractional pros (HR, bus-ops, fin-ops, legal) incentivized by extending hours & stacking invoices
- \$\$\$ Option 4: Hire in-house and take approx. 1 year to implement it all, paying from \$80K (jr generalist with little experience building solo, and > knowledge gaps) up to \$180K for experienced startup pro who can do it all
- \$ PiaB Value: fixed term, flat fee, "box" of solutions**