

# INTEGRATIVE HR | Fully Integrated

A fractional HR partnership focused on the strategic, reactive, and integrated impact for your **Culture Accountability, Culture Operations & HR Operations**

## PURPOSE

For businesses that want an extended Culture, Talent and/or HR partner and team. We provide hands-on **SERVICE**, support, and strategy with a focus on operationalizing your culture, fostering the development of your leadership, and driving HR initiatives. We integrate to learn the business and build a culture success roadmap that makes sense for the company's lifecycle and purpose.

## PEOPLE

Our fully integrative packages provide an **EXPERIENCED** Dedicated Team Member that integrates to build and execute GamePlans as your change agent. The Dedicated Team Member assigned is based on focus areas, the level of integration, and the commitment needed. There is a Consultant of Service Team excited to integrate and assist, either providing reactive support or as an assigned Committed Team Member for special projects or functional ownership.

## PROCESS

Our team adapts to your desired level of integration. We collaborate to create and implement custom GamePlans in the areas of Culture Accountability, Culture Operations, and HR Operations to drive results and **IMPACT** as an extension of your team. We provide solutions, best practices, and change management through strategic execution. We want to help you build for your future while supporting your day-to-day HR stakeholder, Middle Management and Leaders, and Owner Operators.

## SERVICE | EXPERIENCE | IMPACT

### SERVICE

- Dedicated Team Member assigned as your Point of Contact
- Committed Team Members added or incorporated based on projects and initiatives
- Integration, Support and Service that is Proactive, Ongoing and Reactive
- Unlimited access to entire Consultants of Service Team via Email and a dedicated phone service
  - Live Assistance – talk through risk exposures and/or employee relations issues \*
  - Virtual Assistance – email your documentation and identify your needs \*
    - \* During normal business hours (Monday-Friday 8-5 PST)
      - 2 Hour Required Response Time
      - 4 Hour Guaranteed Recommendation or Plan for “Next Steps”
- 30-60-90 Day and Quarterly Reviews

### EXPERIENCE

- The Collective Client Team has 207+ years of Practitioner and Operations experience.
- Hands-on experience, expertise and KSAs in HR, Culture, Recruiting, Training, People Operations, and Consulting to execute.
- A Full team of Culture, Talent and HR practitioners supporting businesses through a strengths-based team approach.
- Our Dedicated Team Members and Consultants of Service Team are all certified and/or degreed while engaging in continuous learning and development to stay ahead of trends and best practices.

### IMPACT

- Game Plan evolution and execution based on forecasted areas and/or functional ownership
- Ongoing support to implement best practices and scale with customized recommendations
- Hands on help and integration with ongoing or reactive HR and People needs.
- Proactive plans driving your People and Culture vision or initiatives.
- Virtual and Ongoing
  - Updates with Legal Counsel and/or Employment Risk Mitigation Experts
  - Monthly Access for Harassment Training
  - Monthly Access for Learning and Development Training Session
  - Monthly Culture Blast - Stay abreast of Culture, Talent and HR Trends and Best Practices

#### CONTACT US



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Culture Works

purpose ▶ people ▶ process

# INTEGRATIVE HR FOR SMALL & MID-SIZE BUSINESSES

ATTRACT.

ENGAGE.

RETAIN.

## CULTURE ACCOUNTABILITY

### VALUE-ALIGNMENT +ROLE-ALIGNMENT

We create culture accountability through 1:1 coaching, leadership training, learning & development programs, and team building.

- Supervisor and Manager Training
- Company-Wide Harassment Training
- 360 Reviews
- 1:1 Coaching
- Leadership Development
- Team Building
- Career Pathing and Succession Planning
- Company Core Values Evolution | Revamp
- Culture Success Roadmap
- Workstyle Assessments (DiSC, EQ, Gallup CliftonStrengths, etc.)



## CULTURE OPERATIONS

### PUTTING CULTURE INTO ACTION.

That's what operationalizing culture means. Putting processes in place so your people know your purpose and elevate performance.

- 30-60-90 Day GamePlans
- Recruiting Process
- Performance Reviews (we call these Performance Success Systems)
- New Hire Onboarding and Orientations
- Culture Operations Playbook
- Job Ads
- Culture Pulse Surveys
- Culture Communication and Evolution
- Power BI Dashboards

## HR OPERATIONS

### FRACTIONAL & INTEGRATED HR SUPPORT.

We help you manage everything from compensation to compliance, org charts to onboarding (& more).

- HRIS and ATS System Implementations or Integrations
- Talent Attraction and Strategy
- Workers' Compensation Claim Assistance
- Organizational Charts
- Job Descriptions
- Compensation Planning
- Workforce Planning
- Performance Management
- Employee Handbook Policy and Procedures
- Onboarding and Separation Workflows
- Leaves of Absence
- HR & Employment Law Compliance



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