



PEOPLE  
squared

*realise the true potential of your business through  
and with great people*

1

## Working IN the business

- Time poor
- Reactive
- Call as I need you
- Help me get on with running my business

2

## Working ON the business

- Focused on growth
- Want a partner to support them
- Proactive strategy and plan

3

## Working OUT of the business

- Focused on sale or exit
- Specific timeframe
- Bespoke service based on needs

CLIENTS WE WORK WITH





# WAYS WE SUPPORT SME CLIENTS

	Working IN the business	Working ON the business	Working OUT of the business
How they feel / what they need support with	<ul style="list-style-type: none"> <li>• <i>Time poor</i></li> <li>• <i>Need efficient support so they can get on with running their business</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Feeling like they are heading in the right direction – less ‘on the tools’ but want a sustainable solution</i></li> <li>• <i>Know what they want but not sure how to make it happen</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Excited about achieving their long-term goal</i></li> <li>• <i>Clear goal, needing support to execute with bespoke solution</i></li> </ul>
<b>People strategy</b> - leadership, culture, succession, attraction/retention	3	2	1
<b>HR compliance</b> - contracts, policies, procedures, advice	1	3	3
<b>Performance</b> - individual & team, reward and recognition, wellbeing, building high performance culture	2	1	2










# WAYS WE SUPPORT CORPORATE CLIENTS

	Working IN the business	Working ON the business	Working OUT of the business
How they feel / what they need support with	<ul style="list-style-type: none"> <li>Start-up / scaling phase</li> <li>Need efficient support so they can get on with running the business</li> </ul>	<ul style="list-style-type: none"> <li>Need the business and org structure to support growth and business sustainability</li> <li>Know what they want but not sure how to make it happen</li> </ul>	<ul style="list-style-type: none"> <li>End goal to sell the business</li> <li>Clear goal, needing support to execute with bespoke solution</li> </ul>
<b>People strategy</b> - leadership, culture, succession, attraction/retention	3	2	1
<b>HR compliance</b> - contracts, policies, procedures, advice	1	3	3
<b>Performance</b> - individual & team, reward and recognition, wellbeing, building high performance culture	2	1	2





# BENEFITS OF OUTSOURCED HR

Insourced HR Provider	vs	Outsourced HR Provider
Costly		Cost Effective
Process Driven		Solution Driven
Locked In		Flexible
Individual Expert		Team of Experts
Single source of talent		Multiple Levels of Talent



# THE 7CS WE HELP OUR CLIENTS NAVIGATE



## Clarity

Where are you now?  
What does 3-5 years look like?  
What is the end goal for the business?



## Capacity

Do you have the right level of labour available to get work done?



## Culture

How connected and engaged are your people?



## Capability

Right people, right skills, right role, right time?



## Change

How does your team cope with change?



## Compliance

Is your business HR / IR compliant?



## Cost

What are your workforce costs, and are you investing in building and retaining key people?

