

Human Resources Engagement Options

Flexible support designed for your organisation's needs

About Us

We partner with organisations to bring humanity, compliance, and strategy together in the workplace. Whether you need hands-on human resources expertise, a trusted advisor, or embedded HR leadership, we tailor our approach to fit your business, meeting you where you are and scaling as your needs evolve.

Ways We Can Work Together

Fractional People and Culture / HR Leadership

Embedded leadership, strategic ownership, and hands-on delivery, without the full-time commitment.

A dedicated, senior HR professional embedded into your organisation for a set number of days each month. Fractional HR Leadership provides continuity, accountability, and strategic people leadership, while remaining closely connected to day-to-day operations.

This model goes beyond advice. It offers leadership-level ownership of people strategy and practical execution, acting as a consistent and trusted point of reference for leaders on complex or sensitive people matters.

What this looks like in practice:

- Embedded HR leadership aligned to your organisation's goals and challenges
- Ownership of people and culture strategy, balanced with hands-on delivery
- Proactive identification of people risks, capability gaps, and opportunities
- Regular engagement with leaders to support decision-making and build capability
- Continuity and consistency during periods of growth, change, or increased complexity

Best suited for organisations that:

- Need ongoing HR leadership but not a full-time person
- Are navigating growth, transformation, or organisational change
- Want a strategic people partner embedded in the business

Retainer Support

Peace of mind, with trusted HR advice on call

Retainer Support provides predictable, ongoing access to HR expertise through a monthly arrangement for an agreed number of hours. This model is ideal for organisations that want regular advice, compliance support, and problem-solving, without the need for embedded leadership.

Support is proactive and relationship-based, enabling quick access to guidance and a strong understanding of your organisation over time.

Typically includes:

- Ongoing HR advice and guidance
- Policy reviews and updates
- Compliance checks and support
- People-related problem solving as issues arise

This model focuses on advice and support, rather than ownership of people strategy or leadership accountability.

Support Bundles

Flexibility without the ongoing commitment

Support Bundles offer maximum flexibility for organisations that need HR support on an as-needed basis. Hours are pre-purchased upfront and drawn down over time, allowing you to access expertise when specific issues or projects arise.

This option is ideal for short-term needs, bursts of work, or organisations that do not require regular or ongoing HR involvement. Excludes workshop facilitation.

Key features:

- Pre-purchase a minimum number of hours (valid for 12 months)
- Use time across compliance, advisory, or project support
- Ability to top up hours as required
- No ongoing commitment or embedded role

Project Consulting

Specialist expertise for a specific project

- Tailored people and culture projects such as:
 - Policy and compliance reviews
 - Engagement surveys and action planning
 - Change initiatives
 - System implementation
- Clear scope, timeline, and deliverables.

Why Work With Us?

- Highly qualified and experienced human resources practitioner
- Multi sector and industry experience
- Certified organisational coach and DISC practitioner
- Experienced learning and development facilitator
- Deep experience across not-for-profit / for purpose sector
- Compassionate, practical and compliance focused support
- Strong focus on culture and building leadership capability
- Down-to-earth, outcomes-focused approach

Additional Services

- New Manager development
- Team development
- Leadership development
- Workshop facilitation
- DISC assessments, debriefs and workshops
- Leadership Coaching
- People Practices (HR) Audits – ensure compliance
- Recruitment Boost – identify your unique selling points

Next Steps

📞 Let's find the model that fits your organisation and needs.

✉️ dwhite@peoplematterhr.com.au

🌐 www.peoplematterhr.com.au

📅 <https://tidycal.com/peoplematterhr/connectioncall>

People Matter HR Consulting

💎 **Because your people matter** 💎