

# 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](mailto:dwhite@peoplematterhr.com.au)

🌐 [www.peoplematterhr.com.au](http://www.peoplematterhr.com.au)

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

**People Matter HR Consulting**

✿ Because your people matter ✿