

performer**.biz**

I solve people problems for growth businesses.

people problem

home grown and/or outsourced “HR” team goes astray

Ugh. HR. They are all the same, you think. All they do is think about compliance and paperwork. Blech. But you are going to buck the system—you’ll just hire or promote someone without any HR experience so they can provide the kind of people-focused support that really drives your business. Then you’ll outsource some or all of the administrative functions. So here you are with a culturally aligned but inexperienced HR (or whatever you call it) team tucked in under finance. So maybe they’ll miss a few things as they learn on the fly, but it’s better than suffering with a clueless bureaucrat. And everything starts out fine. Great, really.

Until you notice nice-to-have and latest-fad programs coming before business-critical people performance support. The influence of finance leadership anchors the function on minimizing cost instead of maximizing value. Processes get overbuilt and don’t adapt well to changing demands. You notice people processes designed to reduce the administrative burden on your G&A function instead of making it easier for your business leaders to create sustained business success through teams of people. They’ve gone astray.

performer**.biz** solution

HR team mentor

I mentor your HR team through weekly check-ins, monthly executive alignments, and people systems design guidance. I have built the kind of business-accelerating, people-focused HR function that most business leaders only dream of and I would love to help your team do the same thing for your business.

As a mentor, your HR team gets the forward-thinking guidance and context they need without having to hire an expensive, full-time Chief People Officer. I can be purely advisory or more hands on, depending on your current needs. And you, the C-level exec, can focus more of your time and attention on business drivers.

makes you \$ by...

The people in your business making sales and creating value are equipped to perform at the highest level with minimal administrative disruption. You build a strong employer brand that enables you to find, attract, and keep the best talent your business needs to grow.

reduces cost by...

Your business has cutting edge, lean, and agile people processes. You get access to big picture organizational and people expertise without a full-time price tag. You have fewer, less-intransigent people problems, and when you do, you have an on-call resource to help you solve them quickly.

GET STARTED



No-risk, free consult! Let’s meet and talk about your business’ unique needs so we can design an arrangement that gets you the highest value for the investment.

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