

**perspektivs.**

# Essentials Package

At Perspektivs, we work with businesses and their leaders who are experiencing significant change and / or a shifting marketplace. We have the skill and intuition to quickly build understanding of the people dynamics of your business and highlight potential opportunities and likely obstacles.

**We are experts in people; in aligning business and personal values; and in creating different conversations that will help you grow.**

**We will help you 'do' Human Resources your way.**

Our Essentials Package is designed for businesses of up to approximately three people that can likely be defined by one or more of the following statements:

- You've been developing your story, brand and vision, exploring a go-to-market plan
- You are in early start up stage
- You may have, or be considering, initial seed funding.
- You may have a small handful of super critical team members who you have personally chosen to join your start-up family
- You haven't needed (or wanted!) HR practices or processes until this point
- You have not yet considered how to invest in your team, you've been so focused on getting them to take a risk and join you on this start-up journey
- These team members are most likely excited about your future however may also be considering what comes next, how much will change and will I still fit?

If this sounds like you, and you are currently considering how to best prioritise your next investment, we'd love to help to create a people strategy that is aligned to achieving your ambition and ROI for you and your investors.

Our approach is outlined overleaf.

## Essentials Package Outline

Get me started, keep it simple and help me prioritise my next steps



### STAGE 1 - HR REVIEW

We will lift the bonnet and take a good look at what is underneath

Together with you, as the CEO, Director or Founder, identify risks and opportunities to help inform your People Strategy.

Perspektivs will conduct a remote desktop review followed by a 2 hour discussion with you to understand current people processes, goals, vision and business strategy.

Time investment for you: collation of data to send to Perspektivs plus 2 hour interview for 1 person.

**COST OUTLAY: 4 HRS CONSULTING TIME + GST**

### OUTCOME

Tailored (simple, not cumbersome!) people strategy for your business that outlines the key priorities to respond to people related risk and opportunities.



### STAGE 2 - INSIGHTS AND PEOPLE STRATEGY

We will hold up a mirror and ask you to look with an open mind, share perspectives gathered in Stage 1 and help you explore and understand what you see

Develop a tailored people strategy and recommendations to address risks and opportunities identified in the initial HR review

In discussion with you provide advice and guidance on what risks or initiatives to prioritise and when.

Time investment for you: 1 hour discussion to review people strategy and recommendations.

**COST OUTLAY: 3 HRS CONSULTING TIME + GST**



### STAGE 3 - HELP TO MAKE IT HAPPEN

Together we will create the plan and then we can provide ongoing support to put your strategy into action

A sample of services we could offer through implementation include:

- Development of policies and procedures
- Clarification of roles and responsibilities
- Support for attraction and selection of talent
- Provision of interview guides and recruitment assistance
- Guidance for managing performance issues
- Executive coaching sessions – someone for you to lean on and bounce ideas with
- Onsite HR support / on-call HR advice or outsourced HR function

**COST OUTLAY: TBC / hour + GST**

Rates can be negotiated for larger components of work