ENGAGEMENT MODELS

HR MANAGEMENT

When you need your HR function up and running, managed by an expert.
I take over all key HR activities, bringing in ready-made, proven models and templates tailored to your organization, with detailed training for your managers, so that HR works immediately and without disruption. We run all agreed projects in parallel, increasing engagement efficiency.

Delivered in two engagement formats:
1. **Interim HR Manager**: full-time engagement
2. **Fractional HR Manager**: part-time engagement

RETAINER

When you need ongoing HR support.
Ongoing HR support within an agreed scope, from urgent advice on difficult employee conversations to consultations on compensation and team development. We most often work in this model after the initial HR implementation as a continuation of our collaboration, but also when you already have a system in place and need experienced guidance on call, without waiting.

ADVISORY

When you need strategic HR insight before making key decisions. Through analysis and experience-based recommendations, I help you make informed HR decisions that are aligned with your business goals.
Advisory sessions can be held 1:1 or with the entire team.
Consulting sessions, reviews, and recommendations.
Flexible engagement, no long-term commitment required.

EDUCATIONAL

When your internal HR or managers need to learn about HR and start independent work.
I deliver educational-mentorship programs through practical HR modules.
Each module includes not only lessons on HR models that work in practice, but ready-made templates, guides, and checklists so you can immediately implement what you've learned in your own organization.
Examples of modules: Recruitment and Selection, Job systematization, Onboarding, Offboarding, Performance management, Career development, HR metrics, Termination Processes, and more.
The program usually lasts 2–3 hours per module.

PROJECT-BASED

When you have a specific HR challenge and you need end-to-end solution.
I build HR step by step - each area as a separate project with a clearly defined goal, timeline, and deliverables - taking full ownership of the project, from analysis to implementation and team training.
I use proven HR models and templates, customized to your business, which allows solutions to be implemented quickly and effectively.
Examples of projects: HR Diagnostics, Job Systematization, Recruitment and Selection, Onboarding, Offboarding, HR Digitalization, Performance Management, Career Development Plans, Terminations, and more.
Duration is several weeks or months, depending on the topic, scope, and size of your organization.

HR & BIZ STUDIO