

The full scope of FIT HR services

Strategies for the evolving workplace



Teaming with FIT, you get:

- higher revenue
- next-level growth
- more engaged teams
- calmer leadership
- more scalability
- stronger culture that becomes a talent magnet
- safety net for compliance and problem-management

Choose from this menu to **customize a scope that FITS for you**. You'll free your time to focus on managing the business. While we focus on managing the people.

Most commonly requested services:

Fractional (Interim) HR Leadership. Secure an as-needed HR professional for a dependable schedule, consistent pricing, and superior flexibility. We're your interim strategic HR management department.

Human Resources Consulting. Spend most of your energy on company growth, gain new perspectives and peace of mind by outsourcing HR to an exceptional, proactive HR consultant who manages and harnesses all your human resources.

Project Management. When you need the expertise or bandwidth to manage a project or a team to generate a specific result, FIT will provide the leadership, capacity, and time to conquer your priority projects, so you embrace critical opportunities and avoid risk. It's time to finish more mission-critical projects, such as performance management, career pathing, and engagement/retention efforts.

Crisis Management. Destress, de-escalate, and defuse with our outsourced professionals who've been there. Pros who will quickly put you on track to actionable solutions on challenges including EEOC claims, audits, and investigations. FIT will help assess and navigate these situations with coaching, corrective action, talent-development plans, or even separation plans.

Training. Uplevel individuals and teams with critical skills, solutions, and resources, so you're always ready for what's next. Access our customized individual and team training in management and leadership; culture and talent development; professional development for your HR team; compliance-based harassment; plus best practices in performance management, recruitment, and interviewing.

Additional services:

Benefits and Compensation. Payroll is the biggest expense for most businesses. With FIT, you can rely on knowing that your pay and benefits packages are competitive, fair, and sustainable.

Corrective Action and Termination / Separation. The journey to business success inevitably requires course corrections and transitions. Together, we'll ensure these corrections are as smooth and non-disruptive as possible.

"When FIT came in engagement was low, not a lot of trust in HR or leadership. Their coaching and mentorship leadership approach, has increased engagement dramatically - people are open, unafraid and energies are now at an all-time high."

— Jane, CEO, Healthcare

Diversity, Equity, and Inclusion (DEI). Every organization needs an intentional, personalized DEI strategy. At FIT, we're informed by our own DEI experts, and by our premier DEI partners. When you need DEI support, we'll listen closely to your objectives, and honor your goals. Then we'll make a customized, culturally aligned introduction(s) to our most appropriate DEI specialist(s). Together, we'll all do DEI right, and replace uncertainty with clear paths forward.

Employee Assistance Programs. Crucial to overall employee health, and to maintaining strong retention rates in a competitive job market, EAP offerings ensure your people — and their families! — have ready access to support around mental health, substance abuse, violence and safety, overall morale, or even personal problems. Offered in partnership with [CoHear/BCS](#).

Employee Handbook and Policy Creation / Refinement. Outsource these essentials to save time and headaches. A comprehensive handbook is crucial to informing and directing employees—and in overall strategic planning.

Employee Relations. When employees feel valued, informed, and engaged, you achieve higher productivity, lower turnover, and better customer service. Teaming with FIT, you'll create and maintain an optimized, results-driven culture across your entire organization.

"We had a strong need for HR guidance because we grew too fast and needed expertise to right-size our business. Our FIT HR Consultant had an ability to talk through and understand our risk, managing our change in the most humane way, with the nicest layoffs on earth."

— Jane, Partner, Services Industry

Ergonomics. Ensure no matter where your employees work, that their environments are at their fittest—optimally designed to improve productivity, employee satisfaction, health, comfort, and retention, as well as help prevent injury, lessen stress, and even reduce medical costs. Offered in partnership with [ERGOPowered](#).

Leadership and Employee Development. Gain a competitive advantage by becoming the company with no unrealized potential on the table. FIT HR's proven, lasting strategies will inspire and motivate employees at all levels to "up their game" while building strong organizational relationships.

New Hire and Onboarding Programs. Let's get your new hires hitting the ground running from day one, with the tools and tactics that make them feel welcomed and become immediately productive.

Performance Management. High performance only happens when we effectively manage behavior and results. We'll show you how to set ambitious yet realistic goals, and establish the right means and incentives to maximize objectives.

Recruitment and Retention. Finding and retaining the right people is a crucial job by itself. Our team will boost your FIT-ness here through partnerships with top-tier recruiters and talent magnets.

"FIT was instrumental in helping me get my first contracts, built my team, and celebrated with me! When you have that attitude in business, it's a win-win situation, and it's just so much better."

— Kerri, CEO, Services Industry

Safety and Risk Management. Don't wait until it's too late. FIT's expertise in making detailed assessments of your work environment, policies, and plans ensures employees are safe and productive—as well as minimizes the possibility of accidents and legal action.

Workplace Analysis & Planning. Get an experienced, objective perspective on critical metrics, gain more insight and visibility inside your organization, better understand how people work, as well as diagnose and align your teams and their work behaviors to strategic initiatives.

Contact us now.

www.fullyhr.com | 425-293-1144

Just a few of the industries we team with:

- Professional Services
- Utilities
- Construction
- Government & Public Sector (WBE/DBE certified)
- Manufacturing
- Healthcare
- Technology
- Start-ups
- Nonprofits
- And more

FIT HR is a Certified Woman-Owned business

