

Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

Who This Is For

Organizations that are:

- Growing quickly without formal HR infrastructure
- Managing contractors, early employees, or distributed teams
- Navigating sensitive people decisions without internal HR expertise
- Operating in regulated or client-facing environments where risk matters

If you've ever said, "***I need HR help, but I don't need a full-time HR hire***", this is built for you."



What We Provide

We offer **fractional HR consulting** designed to give you **experienced, on-demand HR leadership** without the overhead of an internal team.

Core Areas of Support

1. HR Strategy & Advisory

- Real-time guidance on hiring, terminations, contractor decisions, and people risks
- Executive coaching on how to handle sensitive employee or contractor situations
- Decision support before issues escalate

Let's meet for a discovery call

 engage@elevateimpact.com



calendly.com/meetelevateimpact/30min

elevateimpact.com

Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

What We Provide Cont.

2. Policies & Compliance Foundations

- Independent contractor and hiring policies
- Background check and adverse action protocols
- Codes of conduct and client-safety standards
- Practical, plain-language documentation your team can actually use



3. Incident & Risk Management

- Support when “something happens” and you’re not sure how to proceed
- Guidance on documentation, communication, and next steps
- Coordination with employment counsel or specialists when needed

4. Ongoing HR Coverage

- A consistent point of contact who knows your business
- Predictable support without case-by-case contracting
- Scalable coverage as your organization grows

Let's meet for a discovery call

 engage@elevateimpact.com



calendly.com/meetelevateimpact/30min

elevateimpact.com



Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

How It Works

- We start with a short discovery to understand your current risks and gaps
- We define a **clear scope of support** aligned to your needs
- You receive ongoing access to senior HR expertise for a defined period
- Legal and specialist partners are engaged only when necessary

You get coverage, clarity, and confidence, without managing multiple vendors



Engagement Models

Fractional HR Retainer

- Ongoing advisory and support over 3–6 months
- Predictable monthly cost
- Ideal for growing organizations that want coverage and consistency

Let's meet for a discovery call

 engage@elevateimpact.com



calendly.com/meetelevateimpact/30min

elevateimpact.com

Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

Engagement Models Cont.

Project-Based Support

- Defined deliverables such as policy builds, compliance reviews, or HR setup
- Clear scope, timeline, and outcomes

On-Demand Advisory

- Short-term or transitional support for specific situations
Pricing is based on scope, complexity, and level of support required.



Why Companies Choose This Model

- Avoids the cost and commitment of a full-time HR hire
- Reduces legal and compliance risk
- Provides experienced judgment, not just administration
- Frees leadership to focus on running the business

Most importantly, you're not making people decisions alone.



Let's meet for a discovery call

 engage@elevateimpact.com



calendly.com/meetelevateimpact/30min

elevateimpact.com

Fractional HR & People Operations Support

Practical HR solutions, without building an internal HR department

Pricing (2025-2026)

Engagement Type

Monthly Fractional HR Retainer	\$3,000–\$8,000/month
Hourly Strategic Advisory	\$150–\$300/hr
One-Off Projects (Handbooks, Compliance, Policy Builds)	\$5,000–\$20,000+
Executive-Level Fractional CHRO Support	\$8,000–\$15,000+/month



Next Steps

If you're interested in exploring whether this model is right for your organization, we'll start with a brief conversation to understand your needs and recommend the right level of support.

Let's meet for a discovery call

 engage@elevateimpact.com



calendly.com/meetelevateimpact/30min

elevateimpact.com