



Fractional HR Leadership

Where HR Expertise and Flexibility Meet

What is Fractional HR?

Fractional HR Leadership is a flexible, scalable model that provides the business with an experienced and dedicated HR resource on a part-time, contract, or as-needed basis. Instead of hiring a full-time HR Director or VP - often costly and unnecessary for smaller organizations - businesses can access senior-level HR expertise for a fraction of the cost.

A fractional HR leader works with your business on a flexible schedule (weekly, monthly, or project-based). They step in as your go-to HR partner, helping you build HR infrastructure and processes, solve people issues, strengthen culture, and make smart decisions as your business grows

It's HR leadership that fits your size, your budget, and your goals.

The Focus of Fractional HR



HR Strategy & Planning

Aligning HR goals with your business goals

- Planning for growth and future hiring
- Coaching leaders and managers



Hiring and Recruiting Support

- Helping you attract and hire great people
- Streamlining your hiring process
- Building job descriptions and competitive total rewards packages



Performance Development

- Setting up performance management systems that actually work
- Coaching leaders on giving feedback
- Creating development paths and training plans



Compliance & Employee Relations

- Keeping the business compliant with employment laws
- Updating employee handbooks and policies
- Handling sensitive employee issues and internal investigations



HR Operations & Systems

- Improving onboarding/offboarding processes
- Evaluating, selecting and implementing HR systems
- Cleaning up HR processes, documentation and employee records



Culture and Employee Engagement

- Improving communication and team morale
- Completing surveys and feedback sessions
- Supporting diversity, recognition and engagement initiatives

Why Small Businesses Love Fractional HR

HR Expertise Without the Big Price Tag

You get senior-level HR leadership for a fraction of the cost of a full-time role. Perfect for small businesses that need high-level support but don't need it 40 hours a week.

Fast Hands-On Help

Fractional HR leaders jump in quickly, get up to speed fast, and start tackling your priority list right away

Less Risk, More Peace of Mind

Employment laws can be confusing. We can help you stay compliant and avoid costly issues, complaints, or legal headaches

Improved Hiring & Stronger Teams

With expert help, you can hire more effectively, efficiently, and avoid turnover while creating a workplace people want to stay

A Better Employee Experience

From culture to communication, fractional HR helps build a positive, engaging environment where people feel supported and motivated

Flexible Support That Scales With You

Need more help this quarter? Less next quarter? No problem. Fractional HR adjusts based on your business's needs

An Outside Perspective You Can Trust

You get a strategic partner who isn't caught up in the day-to-day and can offer honest, objective advice to support better decisions

An Impactful Solution

Fractional HR is Great For:

- Businesses that are growing fast (or planning to) and need competent HR leadership today!
- A business without an HR department where founders or managers are currently "doing HR" on the side
- Organizations that are preparing for big changes or restructuring
- An existing HR department stretched for time or expertise that needs a flexible addition to the team
- Companies dealing with turnover, culture challenges or compliance concerns

How the Process Works



1 Kickoff Conversation

We get to know your business, challenges, goals, priorities and current HR set-up

2 HR Review

We take a look at what's working, what isn't and where the gaps are

3 Action Plan

You get a simple, clear roadmap for the next 60 days or 6 months

4 Fractional Support in Motion

We start working the plan - leading strategy, managing HR operations, fixing processes, and supporting the day-to-day

5 Adjust and Grow

As your business evolves, your HR support evolves too!

Why Work with On Course HR Consulting?

- ✓ Senior Certified HR Professional (SHRM-SCP, SPHR)
- ✓ 20+ years HR leadership in start-up, non-profit and corporate organizations
- ✓ Great with small teams and fast-moving environments
- ✓ Collaborative, practical, people-first approach
- ✓ Competent, reliable and trustworthy guidance and support
- ✓ Flexible plans to fit your business



Organizations that invest in strategic HR support are best positioned to acquire, grow and retain good talent for strong business performance and sustainable growth.

Contact us today for a complimentary discussion and learn how fractional HR can help you build a strong, healthy, and scalable business without the overwhelm!



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