



Hello



Est. 2009

Women-Owned Certified Business

We humanize work for everyone.

Fe league

FASTCOMPANY

ITNATION
powered by ConnectWise



CHIEF



Scalable Services for the People Function

People & Culture as a Service & Professional Services



P + CaaS

Lift, scale, support, augment, outsource – however you refer to it, we're here to save you time and resources by lending expertise, driving projects forward, and going further faster together through our Managed Services, PaaS Solutions.

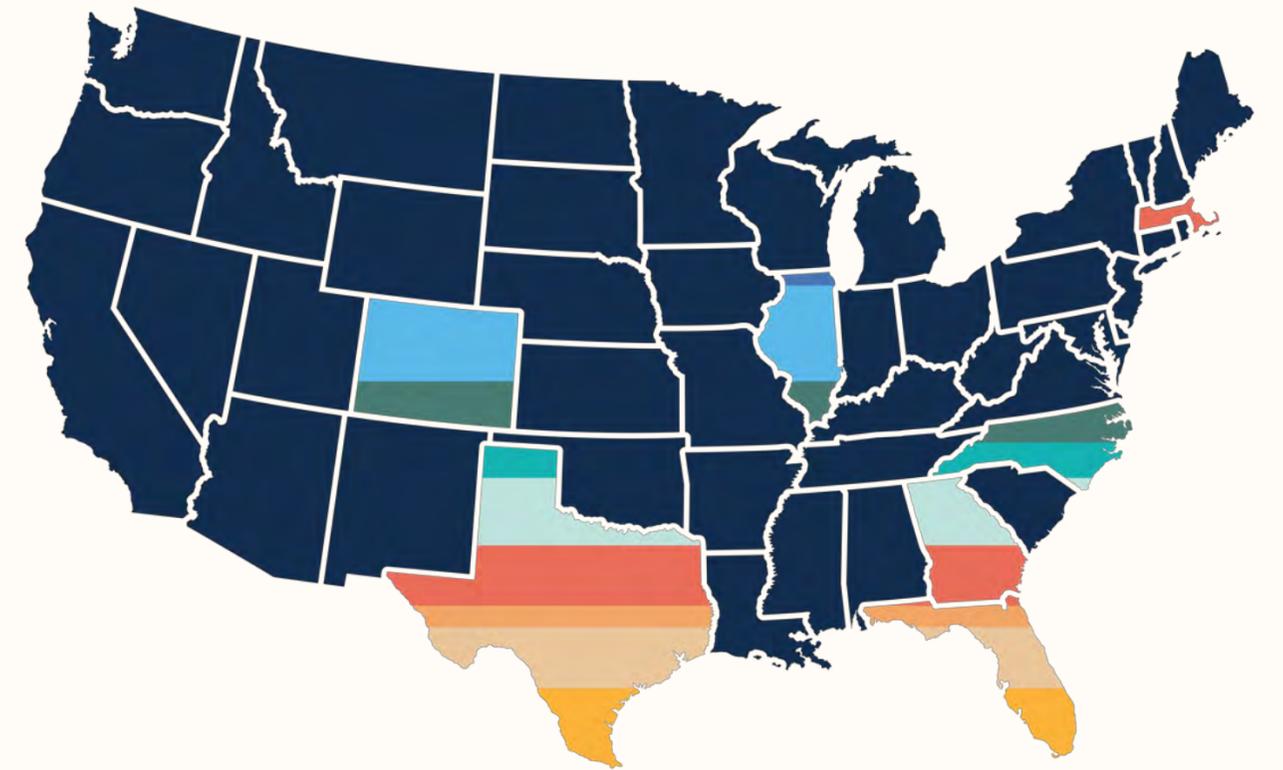
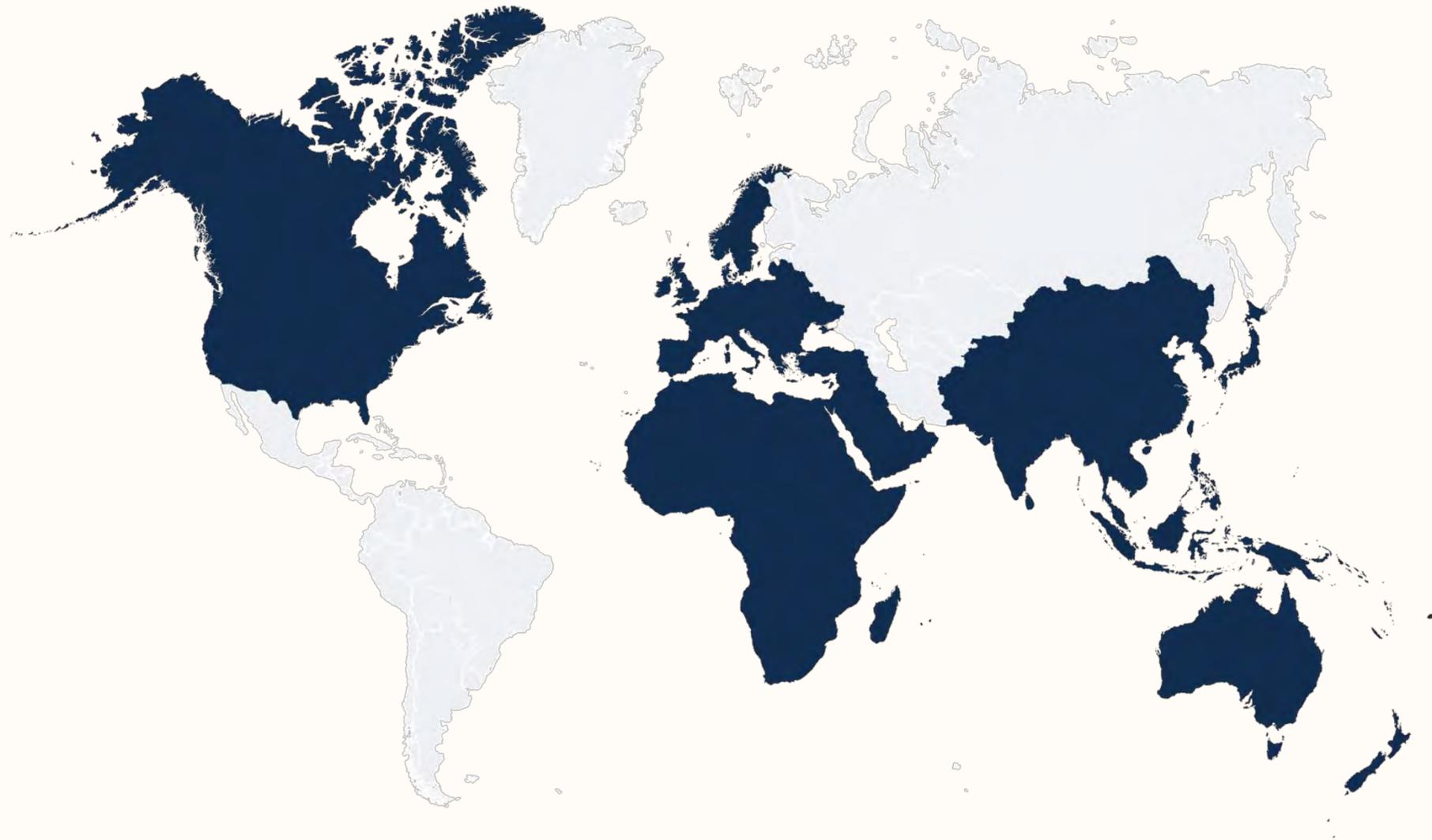


Professional Services

Whether you are looking to fast-track a ***specific people project initiative*** or want to dive deeper into a focus area, we are here to be **your project team**.



Where We've Been



Office Locations

Tampa, Orlando, West Palm, Boston, Charlotte, Denver, Austin, Chicago, Atlanta

DisruptHR Locations

Tampa, Boston, Austin, Atlanta



Our Impact

We provide lift + scale to the people function



400+

workplaces
humanized and
counting...!



3 Million+

humans helped
and counting



+30 pts

eNPS average client
point increase after
working with livingHR
for one year



What We Hear

Everyday Conversations



"We want to unify our team, even though we're distributed."

"We want to show prospective candidates what kind of environment they'll be joining."



"We have too many complicated systems."

"We want to create automation to help save time."



"We need to redesign our org structure due to tech changes."

"We really need to understand what skills & capabilities we need for the future."



"We need to offer scale to our current Recruiting Team."

"We have recruit key executives needs."



"Our team needs more education around the DEI foundations."

"We want/need a DEI strategy but aren't sure where to start."



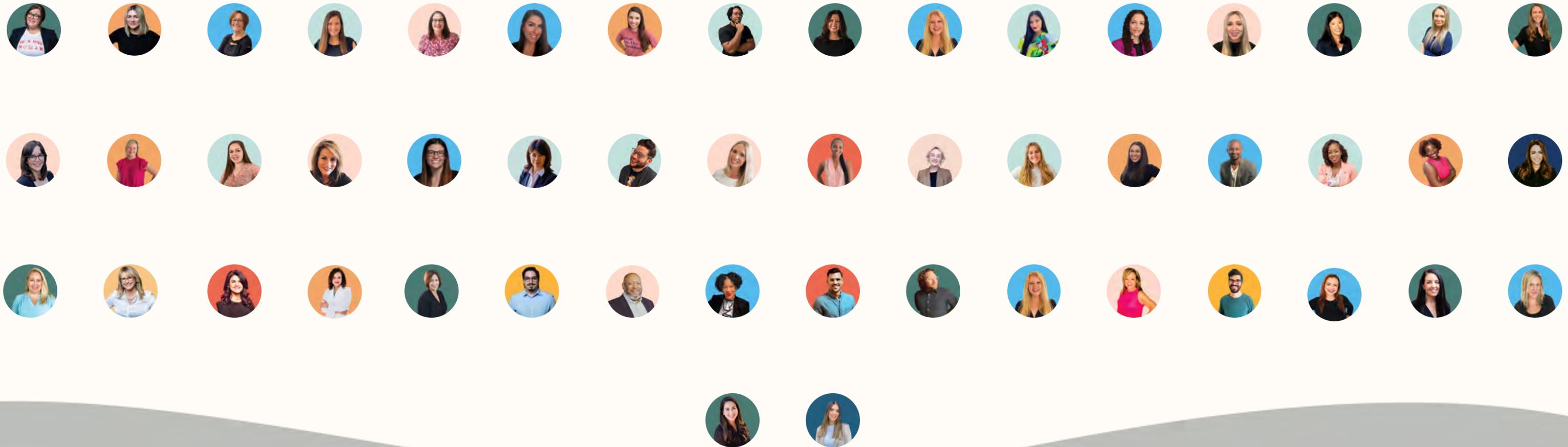
"We want to understand our teams day-to-day experience better."

"We've been experiencing a lot of change and need help communicating."



What Makes Us Different

Our People



**Certified
Workplace
Experts**

Practitioners

HR + Creative

of Industries



**more about
livingHR.**

Our agency is built to fill the gaps across the entire work experience.

	livingHR	PEO/ASO/HRO	Big Firm	Ind. Consultant (Various)	Staffing	Marketing Agency
Fortune 100 People + Culture Team Creative Talent, Customized To Culture, Design-thinking Formal Internal Practitioners	✦					X
Flexible Investment Models Managed Service Model (PaaS) Partnership No Co-employment Relationship	✦		X	X	X	
Progressive Human Centered Solutions Transform DEIB, Humanize Experiences, Create Cultures + Talent Brand, search, modernizing people foundations, Optimize Talent + Develop Capabilities	✦			X		
Depth of Resources Library of Best Practices • Research + Data • Innovation • HubX (Free Resource Library)	✦		X			
Progressive Vendors and Partners	✦					X

Our Culture



Amplify Performance

We are in pursuit of the highest and best use for technology and humans working together.



Embrace a Growth Mindset and Own It

We seize opportunity, chase curiosity, dare to fail, humbly learn, expertly shake it off, and eagerly pick it right back up again.



Think Beyond Self

We think, do, give, and lead with compassion and consideration for people without exception.



Always be Authentic

We boldly live our truths, bringing our whole selves to the work we do and the team we do it with.



Celebrate Good Times and Great Work

We seriously love a good high five around here. Recognition and celebration are simply part of our day-to-day.



Leap Outside of The Comfort Zone

We are unafraid to try, to vocalize the crazy idea, to push past perimeters. We champion the best idea, not the easiest.



Do Brilliant Work Together

We are united by diverse experiences which broaden our lens and deepen our impact.

What We Believe

We Belong Pledge

livingHR believes everyone should have access to opportunities and know what it feels like when "We Belong". Belonging and celebrating our whole-selves has been woven into our Culture Code as an organization since 2009.

We believe that in order to support belonging, we must use our voices to advocate for everyone in all groups, races, abilities, identities, genders, religions, and backgrounds.

Social Justice
Human Rights
Equity
Equality
Representation
Equal Opportunity

Our Actions & Commitments



CEO Action Pledge

**DEIB Community
Engagement & Volunteering**

Paid Parental Leave

DEIB Awareness Calendar

DEIB Action Cards

Coach/Mentor Model

**Juneteenth Recognition,
Education & Action**

**Team-Wide We Belong
Pledge**

**Continuous Team
Education**

Social Advocacy

Equitable Pay

**Humans for Humans
Discussion Channel**

DEIB Partnerships

Pay Transparency

**We Belong Bi-Weekly
Team Education**

A Snapshot Of Our Client Community

WE'VE SERVED ACROSS MANY INDUSTRIES

Technology • PE Firms • Finance & Investment • Health • Sports & Entertainment • Manufacturing • Transportation, Logistics & Distribution • Food, Beverage & Hospitality + More

Our Partner Community



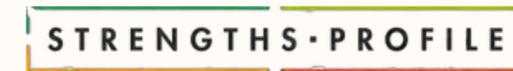
General/Compliance



Transform DEIB



Optimize Talent



Comp



Search + TA



Modernizing People Operations



Humanize Experiences





livingHR Cares

livingHR cares about humans. Our corporate social responsibility program supports organizations that foster human beings in living, recovering, belonging, and advancing in this world. Through in-kind work, special projects, volunteer hours, advocacy, fundraising initiatives, and direct donations, we branch out into our communities making a positive impact on humans beyond the scope of "business."



BEING

Human Needs

- Food & Water
- Housing
- Healthcare
- Wellbeing & Mental Health



BELONGING

Human Rights

- Social Justice
- Anti-racism
- LGBTQ+ Support
- Religious Freedom



RECOVERING

Crisis & Suffering Alleviation

- Covid19
- Disasters
- Tragedies



ADVANCING

Access To Opportunity

- Education
- Women
- Disadvantaged Groups
- Abilities + Neurodiversity
- Veterans



Non-Profits We've Supported



Solutions



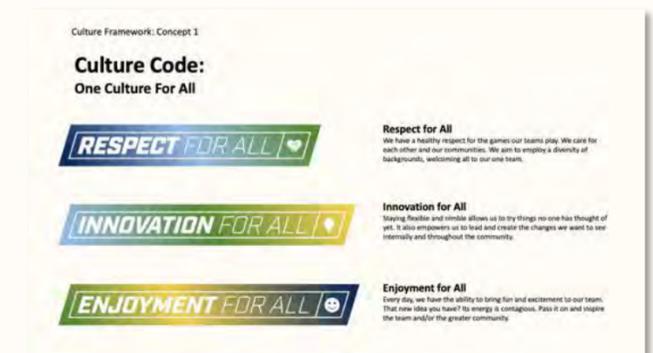
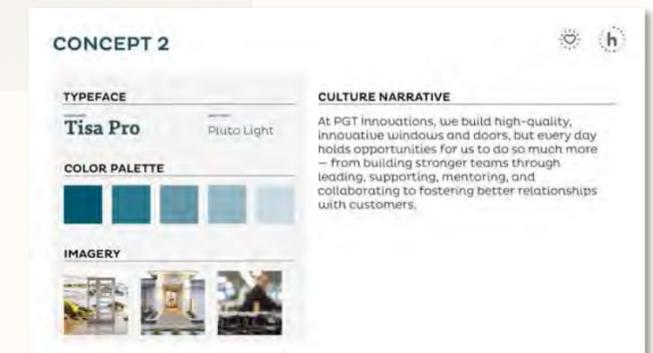
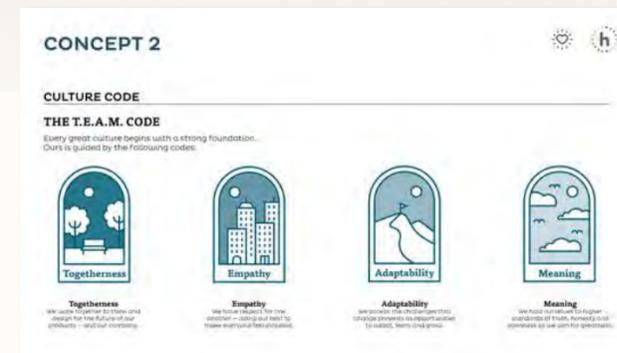
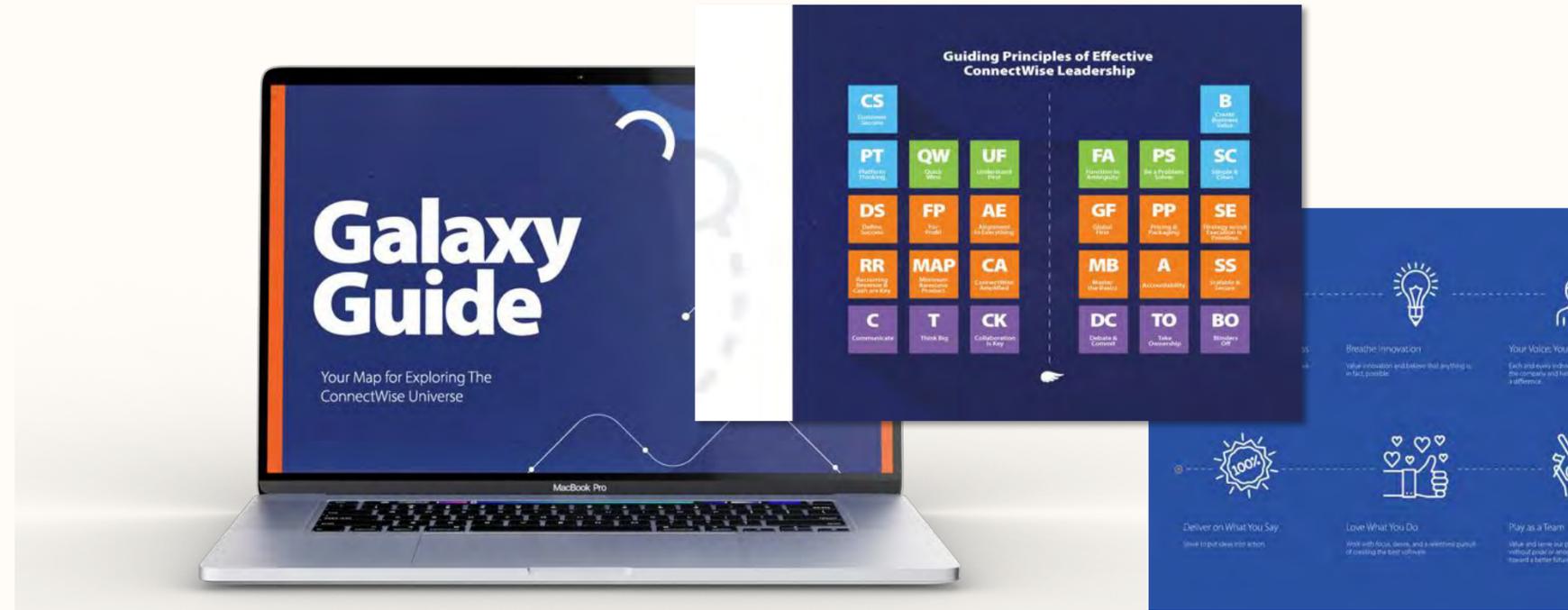
Create Cultures + Talent Brands

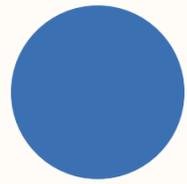
Culture and Strategy Working Together.

You know your organization is unique, but do you know why? We bring to life the key elements of your organization's story in a way that sticks with people and reinforces why they should stick with you.

- ✓ Culture Discovery
- ✓ Culture Code
- ✓ M&A Culture Integration
- ✓ Culture Guides

- ✓ Culture Microsites
- ✓ Corporate Social Responsibility
- ✓ Brand Identity + Voice





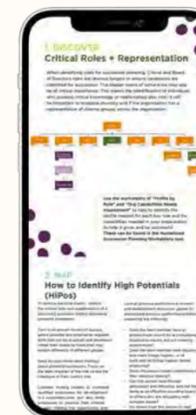
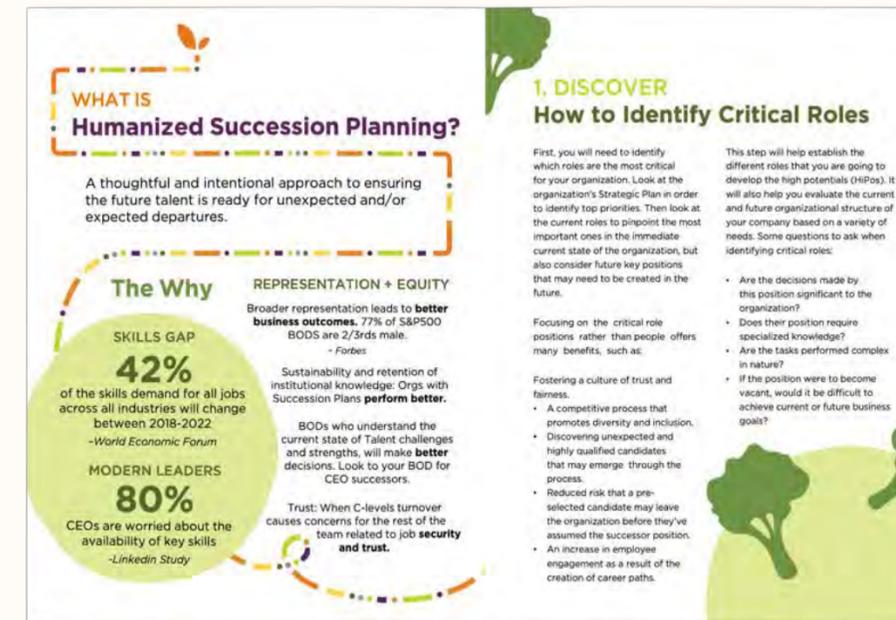
Optimize Talent + Develop Capabilities

Leadership strategy that powers your business strategy.

The work you do is made possible by having the right team in place to do it. Based on your organization's goals and strategic plan, we optimize the talent to meet the needs of the business.

- ✓ Leadership Development
- ✓ Capability Assessment
- ✓ Reskilling

- ✓ Upskilling
- ✓ Workforce Planning
- ✓ 1:1 Executive Coaching



Development Plan (by individual)

Succession Candidate	Potential Positions	Current Incumbent
Readiness		Timeline
Top Leader Capability Development Areas		
1.	4.	
2.	5.	
3.	6.	
Top Knowledge Skill Capability Areas:		
1.	4.	
2.	5.	
3.	6.	
OTJ Dev Actions	Coaching Actions	Formal Learning Actions
<p>The skills & competencies required to perform this position are highly sought after in the labor market.</p> <p>This position tends to have a high turnover rate.</p> <p>This position would be difficult to fill because it requires specialized expertise and experience that is not readily available in the company or the labor market.</p> <p>This position requires a high degree of specialized/company knowledge transfer to ensure continuity in the performance of the function.</p> <p>There is no internal talent pool for this position with candidates who could be ready to step up if it becomes vacant.</p> <p>Criticality score</p>		
<p>0-5 6-10 11-20 21-30 31-40 41-45</p>		

Strongly agree



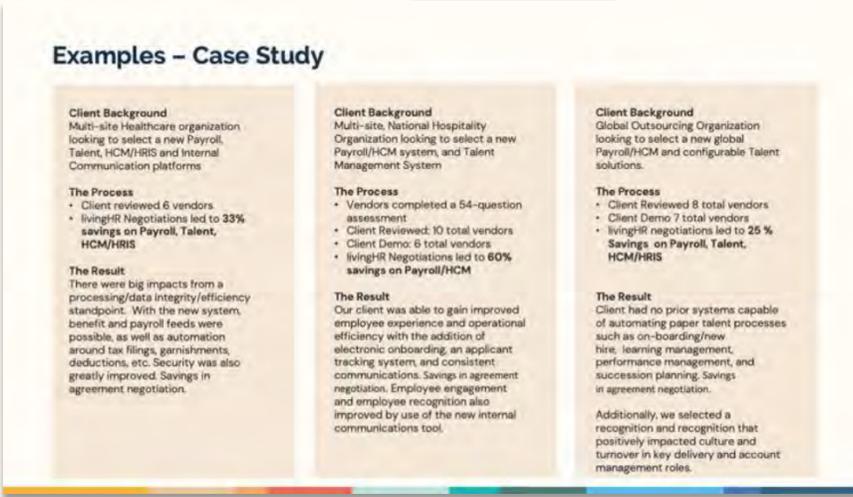
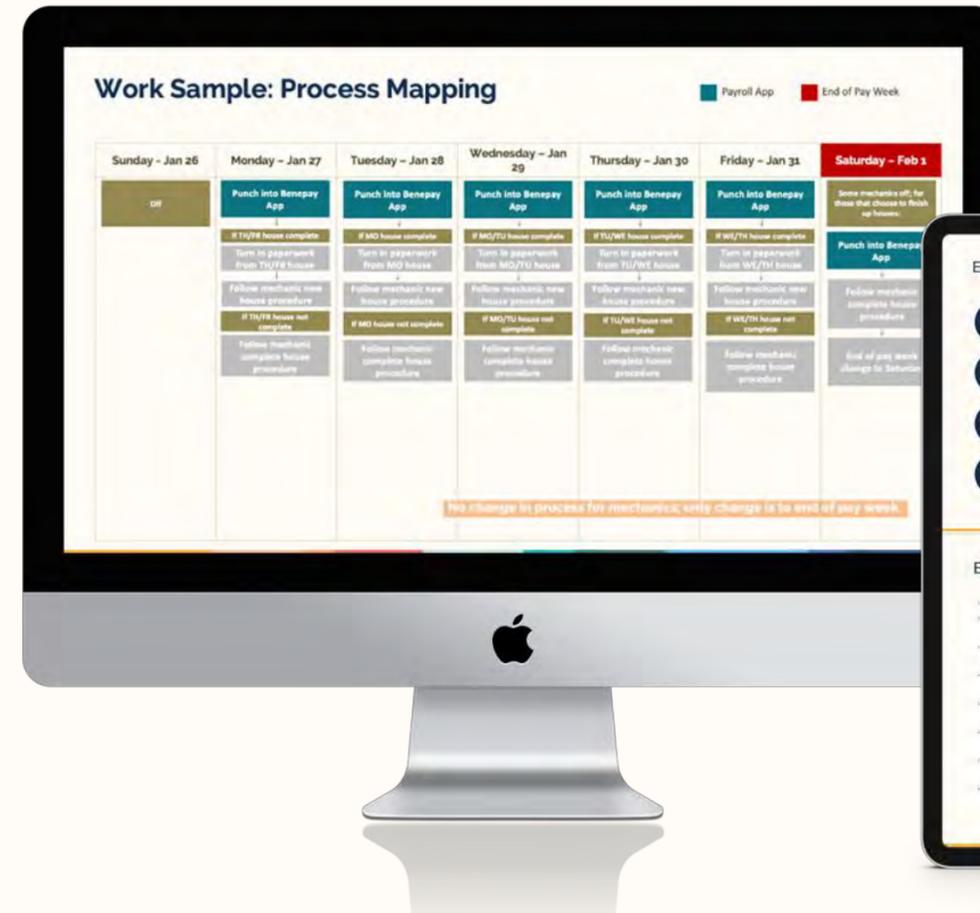
Modernizing People Operations

Processes and systems that work for real people.

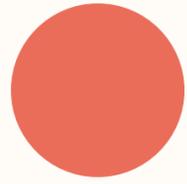
Human beings and technology can serve work best when they work together. By understanding the way work gets done in your organization, we find opportunities for tech optimization so that humans can get back to the human moments that matter.

- ✓ Process Mapping
- ✓ HCM + Talent System Consulting

- ✓ HR Operational Excellence Assessment
- ✓ HCM Data & Analytics Dashboard



Sub Business Area	Evaluation Criteria	Weight (2 - 5)	Functionality Score
Assessments- Functionality & Technical Ease of Use	User Interface: customization to add logo or introductory language?		
	Ease of Use (how many clicks to get to the survey?)		
	Length of Process to Initiate Assessments		
	Length of Process to Complete Assessments		
	Integration with other systems		
	Extracting/Sharing Information		
	Distribution method: web based, email, etc.		
	Accessible via mobile or tablets?		
	Results easy to digest and understand?		
	Auto generated reports?		
	Limitation on number of reports run?		
	Describe security roles and corresponding access/capabilities		
	Ability to go back and change answers/review answers		
	Ability for Administrator to enter qualifying/benchmarking data		
	Standard length of assessments		
	Can questions be tailored based off of introductory questions? i.e. questions are customized for the candidate		
	Candidate experience		



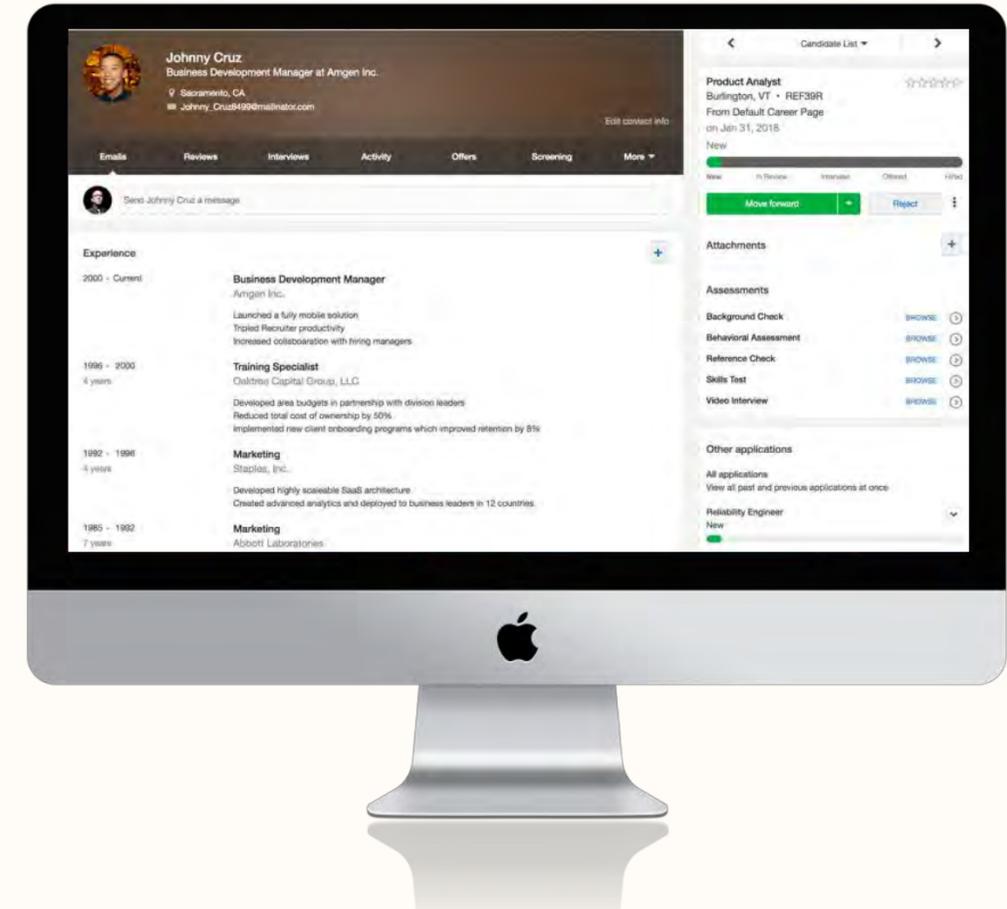
Search For Great Talent

**Finding diverse talent to thrive
with you.**

We know that finding the right functional/technical fit is as important as finding the right cultural add. We take the time to understand your culture, in turn understanding the types of talent that will succeed in your organization.

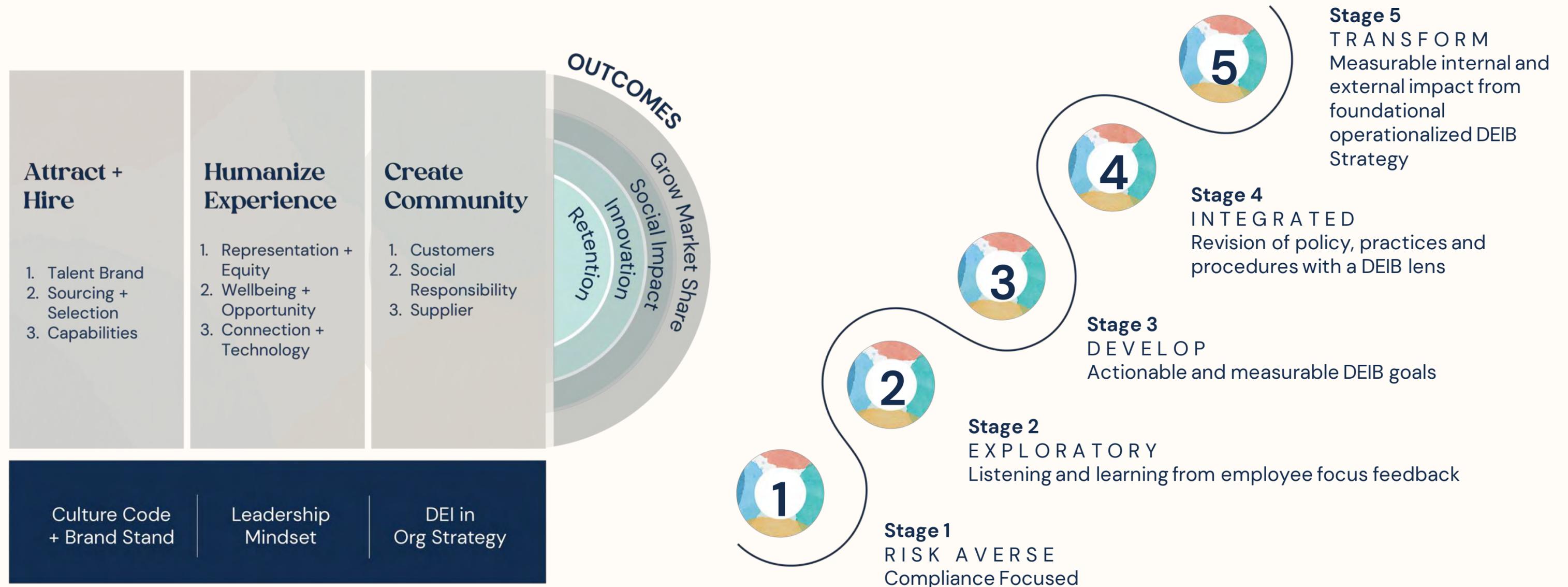
- ✓ Contingent Search
- ✓ Executive Search

- ✓ Talent Acquisition Strategy





DEIB Transformation Model[©] & Evolution Scale[©]



Foundational Elements



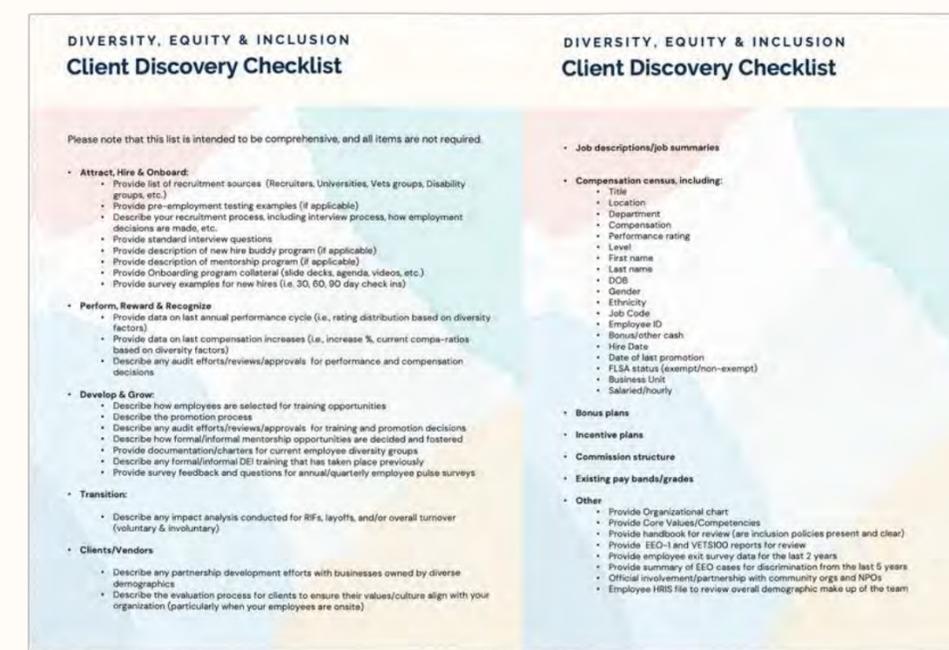
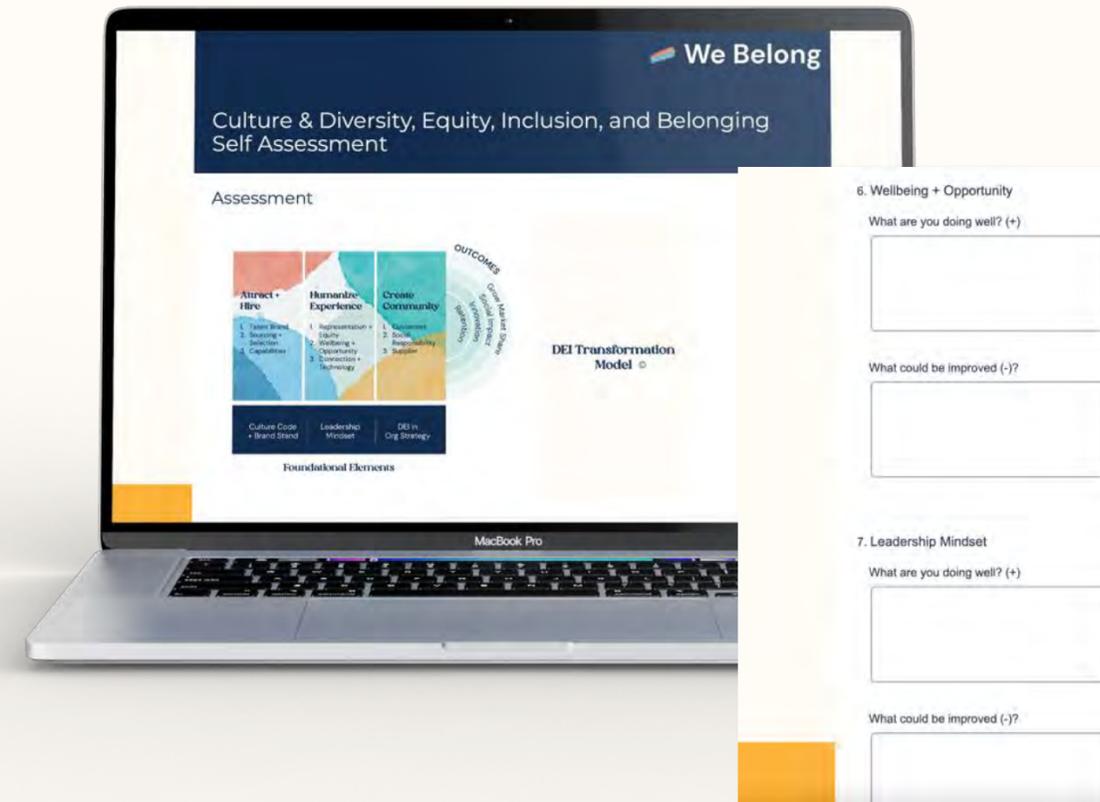
Transform DEIB

Going beyond just a “program”.

We create a sense of belonging and inclusion for the existing diversity within organizations, while intentionally seeking ways to increase the representation of underrepresented demographics.

- ✓ DEIB Strategy
- ✓ DEIB Communications

- ✓ DEIB Reporting

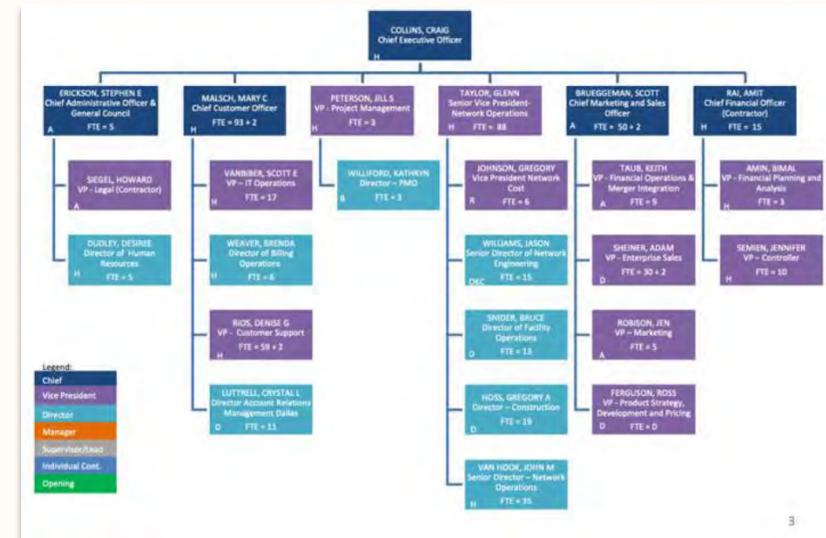
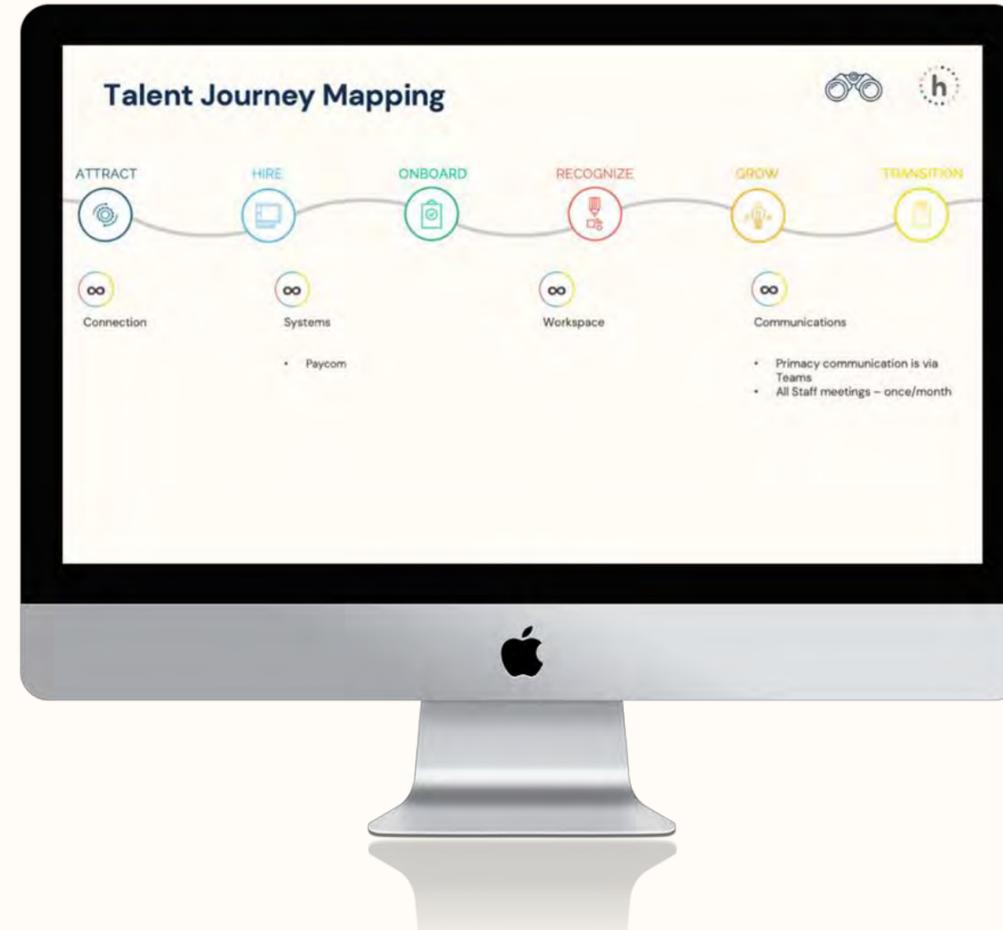




Humanize Experiences

Transforming experiences for candidates, employees, and organizations.

Your talent is the heart and soul of any organization; we can help you create successful candidate and employee experiences.

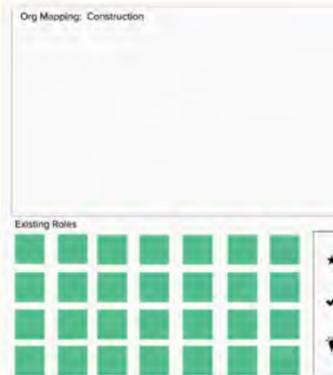


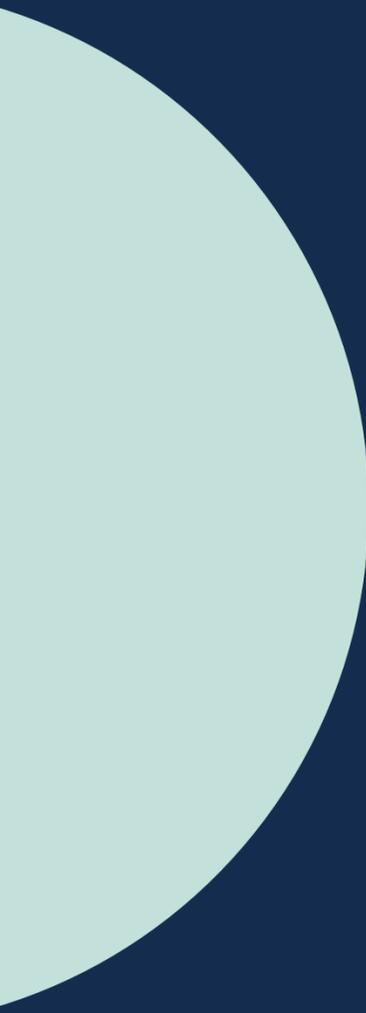
- ✓ Full Employee Experience Mapping and Design (Attract, Hire Reward, Perform, Develop, Transition)

- ✓ Compensation Analysis, Strategy, and Plan Design
- ✓ Total Reward Strategy
- ✓ Remote + Hybrid Strategy
- ✓ Candidate Experience
- ✓ Communication Strategy

Ask what roles...

1. Are New
2. Do we need short term
3. Can We Map





Products

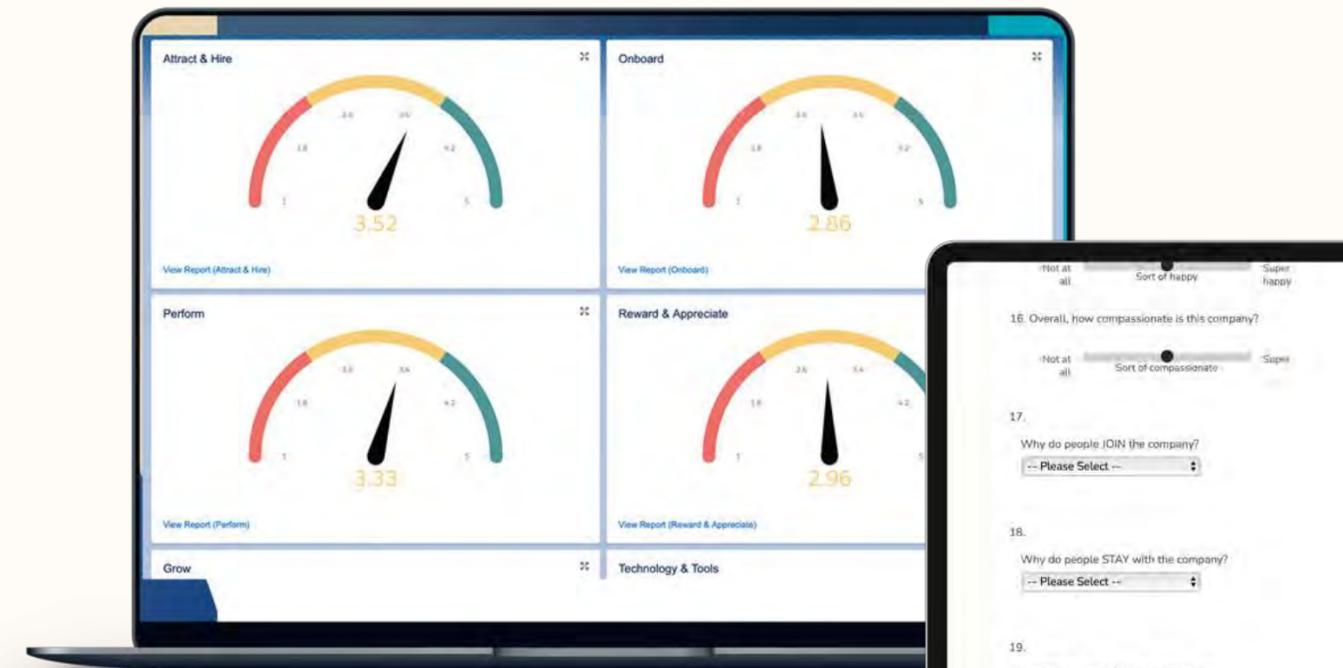


Data that tells the true story of your organization.

Understand your organizations challenges and strengths through our anonymous insights survey platform. Using the data, we'll make actionable recommendations for your organization.

- ✓ Customizable Engagement Surveys
- ✓ Pulse Surveys
- ✓ Experience Surveys
- ✓ Diversity & Inclusion Survey

- ✓ Wellbeing Survey
- ✓ Capstone Project
- ✓ Dashboarding + Reports
- ✓ 360-Degree Feedback





HQ Leader

A modern + humanized leadership development series for leaders at all levels.

A new kind of leadership development for a constantly evolving world. We call this Human Intelligence (HQ) -- the end result of a humanized equation.

- ✓ Customized learning programs
- ✓ Learning cohorts
- ✓ Workshops, for virtual and in-person
- ✓ On-going Program Management
- ✓ Capstone project

Section B Capabilities Overview

1 Embracing Change	13 Diversity + Cultural Intelligence
2 Creativity, Originality, And Initiative	14 Technology Use
3 Emotional Intelligence	15 Building Relationships
4 Critical Thinking + Innovation	16 Customer Service
5 Active Learning + Decision Making	17 Resilience, Stress Tolerance, Flexibility
6 Interpersonal Skills	18 Reasoning, Problem Solving + Ideation
7 Leadership + Social Influence	19 Compliance Knowledge

Operating Model

Insights + Data, Systems, Resource + Capacity, Talent, Culture + Brand, Purpose, Capability + Skill Dev

Section C Notes for OKR + Capabilities Mapping

Quantity: 100, 200, 300, 400, 500

- What capabilities are needed to deliver on strategy?
- How to leverage technology to be an HQ leader?
- What work is meant for humans?
- What work is meant for machines?
- Why are agility and adaptability important?
- Virtual-Hybrid-Disruption
- Volatility, Uncertainty, Complexity, and Ambiguity (VUCA)

h

HQ Leadership Program

Human Psychology of Trust

- Using questions vs statements
- Know thy audience – what makes humans –and the human you’re talking to – tick?

Behaviors Of A Highly-Functioning Team

Ideal Candidate Experience throughout the Recruitment Funnel

Employer Brand, Attraction, Assessment, Offer

The Recruitment Process from the Candidate's Perspective

Meet the candidates



Humanized Workplace Diagnostic

Quickly identify strengths, opportunities, and solutions.

It's often difficult to quickly uncover which parts of the employee experience journey are winning or losing. That's where our team and the Humanized Workplace Diagnostic comes in and does the heavy discovery lifting for you.

- ✓ Document Discovery
- ✓ Policy Review
- ✓ Culture-Walk
- ✓ Compliance Review

- ✓ Insights Pulse Survey
- ✓ Optional Focus Groups
- ✓ Priority Findings Report

Humanized Workplace Diagnostic

Good Morning/Afternoon,

We are pleased to share that [client name] has engaged with the team at livingHR, an outside agency specializing in helping organizations like us reimagine work to build inclusive cultures, optimize talent, and humanize experiences.

We want to hear from you to better understand what we are doing well and where we can improve to ensure our culture continues to facilitate impactful work and a meaningful employee experience.

We have assembled the following survey to help us collect your feedback. Your participation, honesty, and comments are critical to understanding how we are doing as an organization, and what we specifically need to focus on to improve. You can take the survey from just about any device, including your computer, smart phone, or tablet.

The survey should take approximately 15-30 minutes to complete.

A FEW IMPORTANT NOTES:

Prioritization Matrix + Sequence

Focus Area Priorities

The How

Client Name has engaged with livingHR to conduct a HR assessment inclusive of a culture diagnostic and process/policy review. To accomplish this, livingHR conducted an in-depth discovery with a culture survey, policy and document review, and 1:1 sessions with the CEO to review current state of processes, programs, and culture. From these inputs, the livingHR team created a summary of strengths and priorities with recommendations.

Handbook Discovery

1:1 Discovery with C

20 Survey Part

Talent Journey Mapping

ATTRACT | HIRE | ONBOARD | RECOGNIZE | GROW | TRANSITION

- ATTRACT:**
 - Promote the flexibility of being a remote organization
 - CEO is actively involved in talent acquisition and sets most of the process
 - Need to amplify culture to prospective team members
 - Onboarding could be more robust and organized
 - Identified Admin or HR support to team member onboarding pre-hire
 - Ensure all new team members feel setup for success
 - Ensure all team members are going compliance trainings (EEOC, anti-harassment, etc.)
- HIRE:**
 - Team members don't have an anonymous or third-party outlet to discuss issues
 - Provide more feedback, positive and constructive
 - Pay for performance not a consistent practice
 - Perception that pay practices are unfair/pay amount is low compared to market
 - Team appreciates support but also has desire for more/better perks
 - Need to consider formalizing team member relations process
 - Great FTD program in place
 - Performance review currently covers important factors in development, method and cadence could utilize enhancements
- ONBOARD:**
 - Team members don't always feel like they can speak up
 - Develop a clearer career path so team members feel like they can continue to grow here
 - There is a lot of opportunity to implement team member development programs
 - Be transparent/communicate about the progression opportunities that are available
 - Identify your best people and find ways to move them up (Succession planning)
 - Improve role-specific training and offer leadership training to managers
- RECOGNIZE:**
 - Team members don't always feel like they can speak up
 - Develop a clearer career path so team members feel like they can continue to grow here
 - There is a lot of opportunity to implement team member development programs
 - Be transparent/communicate about the progression opportunities that are available
 - Identify your best people and find ways to move them up (Succession planning)
 - Improve role-specific training and offer leadership training to managers
- GROW:**
 - Team members don't always feel like they can speak up
 - Develop a clearer career path so team members feel like they can continue to grow here
 - There is a lot of opportunity to implement team member development programs
 - Be transparent/communicate about the progression opportunities that are available
 - Identify your best people and find ways to move them up (Succession planning)
 - Improve role-specific training and offer leadership training to managers
- TRANSITION:**
 - Team members don't always feel like they can speak up
 - Develop a clearer career path so team members feel like they can continue to grow here
 - There is a lot of opportunity to implement team member development programs
 - Be transparent/communicate about the progression opportunities that are available
 - Identify your best people and find ways to move them up (Succession planning)
 - Improve role-specific training and offer leadership training to managers

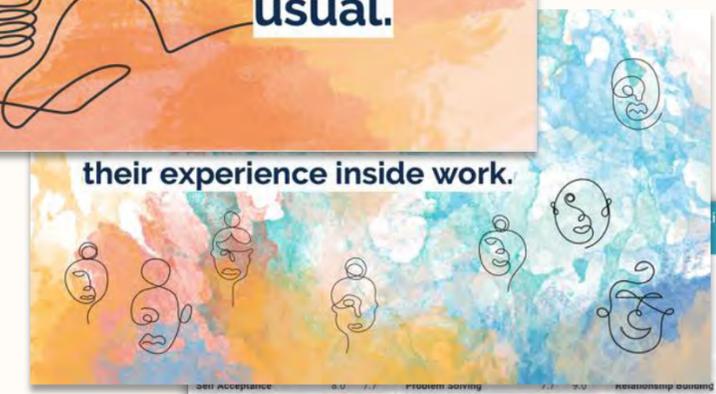


We Belong

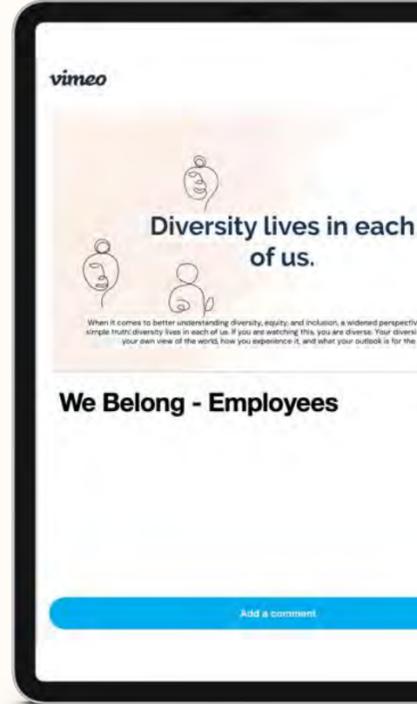
Transformative DEIB Discovery.

We ground ourselves in each organization's unique starting point to understand how diversity is appreciated and embedded, so true transformation can begin.

- ✓ MESH/Diversity Assessment
- ✓ Leader Workshop
- ✓ Manager workshop
- ✓ Employee Workshop
- ✓ 1:1 Conversations
- ✓ Diagnostic Data-driven Survey Insights
- ✓ Response Program And Action Plan
- ✓ Diversity And Equity Evaluation
- ✓ Current State Of Culture And Talent
- ✓ Report and Recommendations Plan
- ✓ Microlearning Video Series
- ✓ Resource Library



		Baseline		Leadership Keys	
		Other: 7.6	Self: 8.0	Other: 9.1	Self: 8.0
Self Acceptance					
Boundary Setting	7.6	8.0	6.7		
Self Assurance	9.9	9.9			
Confidence	8.8	8.8			
Problem Solving					
Divergent Thinking	5.5	9.9			
Composure	8.8	9.9			
Agency	10.0	9.9			
Relationship Building					
Clarity	8.8	8.5			
Compassion	9.9	10.0			
Validation	10.0	9.9			
Self Assessment		Self: 9.3	Other: 8.7		
Objectivity	10.0	9.9			
Growth-Focus	10.0	9.9			
Receptivity	8.8	8.8			
Resilience		Self: 8.0	Other: 9.3		
Determination	9.9	10.0			
Versatility	8.8	9.9			
Optimism	7.7	9.9			
Rapport		Self: 8.0	Other: 8.0		
Curiosity	9.9	9.9			
Collaboration	8.8	9.9			
Attentiveness	8.8	8.8			
Climate Setting		Self: 7.7	Other: 9.0		
Consideration	5.5	9.9			
Civility	9.9	9.9			
Openness	9.9	9.9			
Integrity		Self: 8.0	Other: 8.7		
Follow Through	6.6	8.8			
Principle	7.7	9.9			
Candor	8.8	8.8			
Role Modeling		Self: 7.7	Other: 9.0		
Approachability	9.9	10.0			
Appreciation	9.9	10.0			
Influence	7.7	9.9			





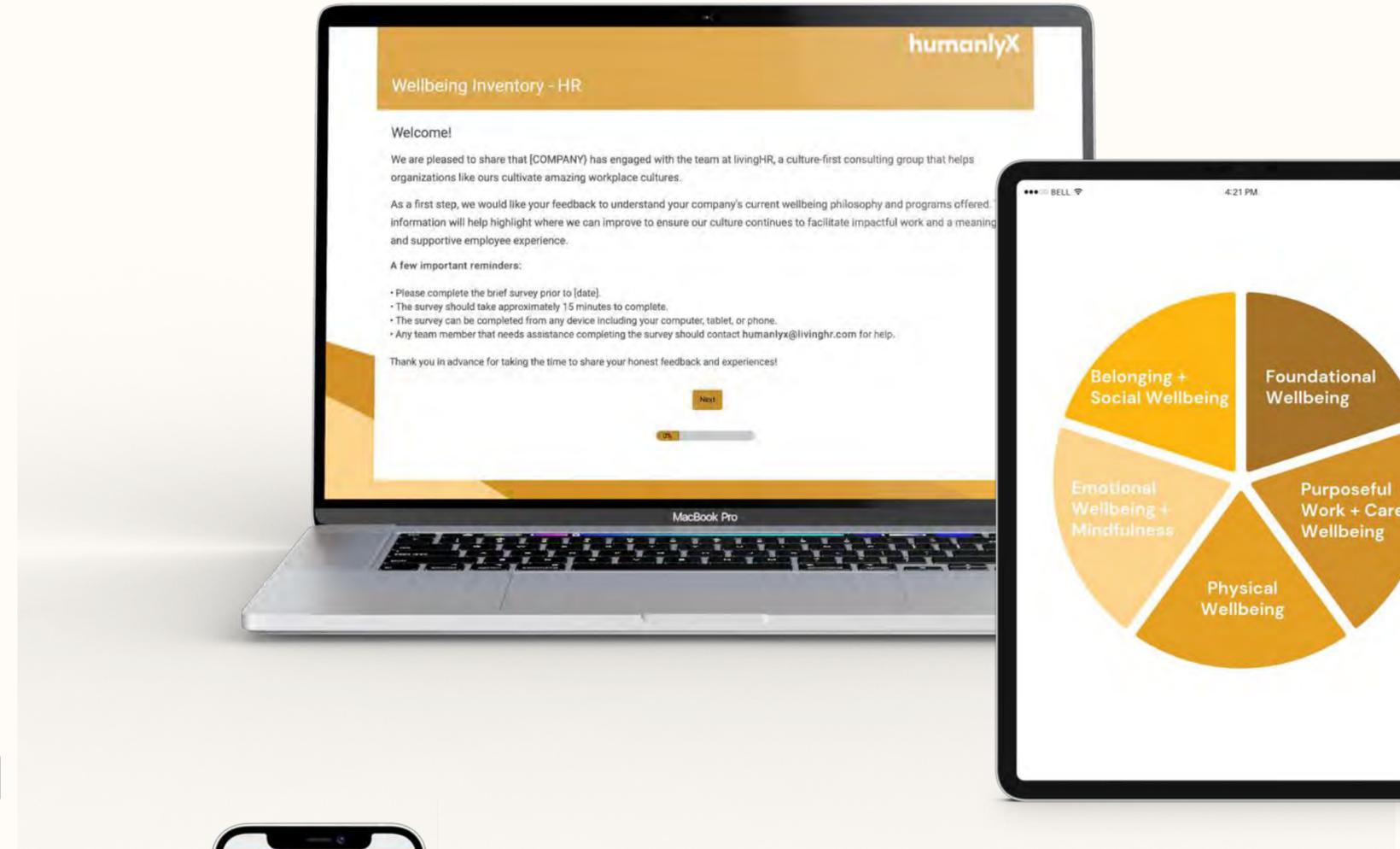
WellbeingWx

Prevent burnout and support whole-person wellbeing in your workplace.

livingHR's transformational full-suite solution program created in response to the increased rates of burnout impacting organizations and their employees.

- ✓ Wellbeing Diagnostic Inventory
- ✓ Wellbeing portal
- ✓ Employee, manager, and leadership workshops for whole-person wellbeing

- ✓ Customized action plans
- ✓ WellbeingWx Guide
- ✓ Micro-learning videos



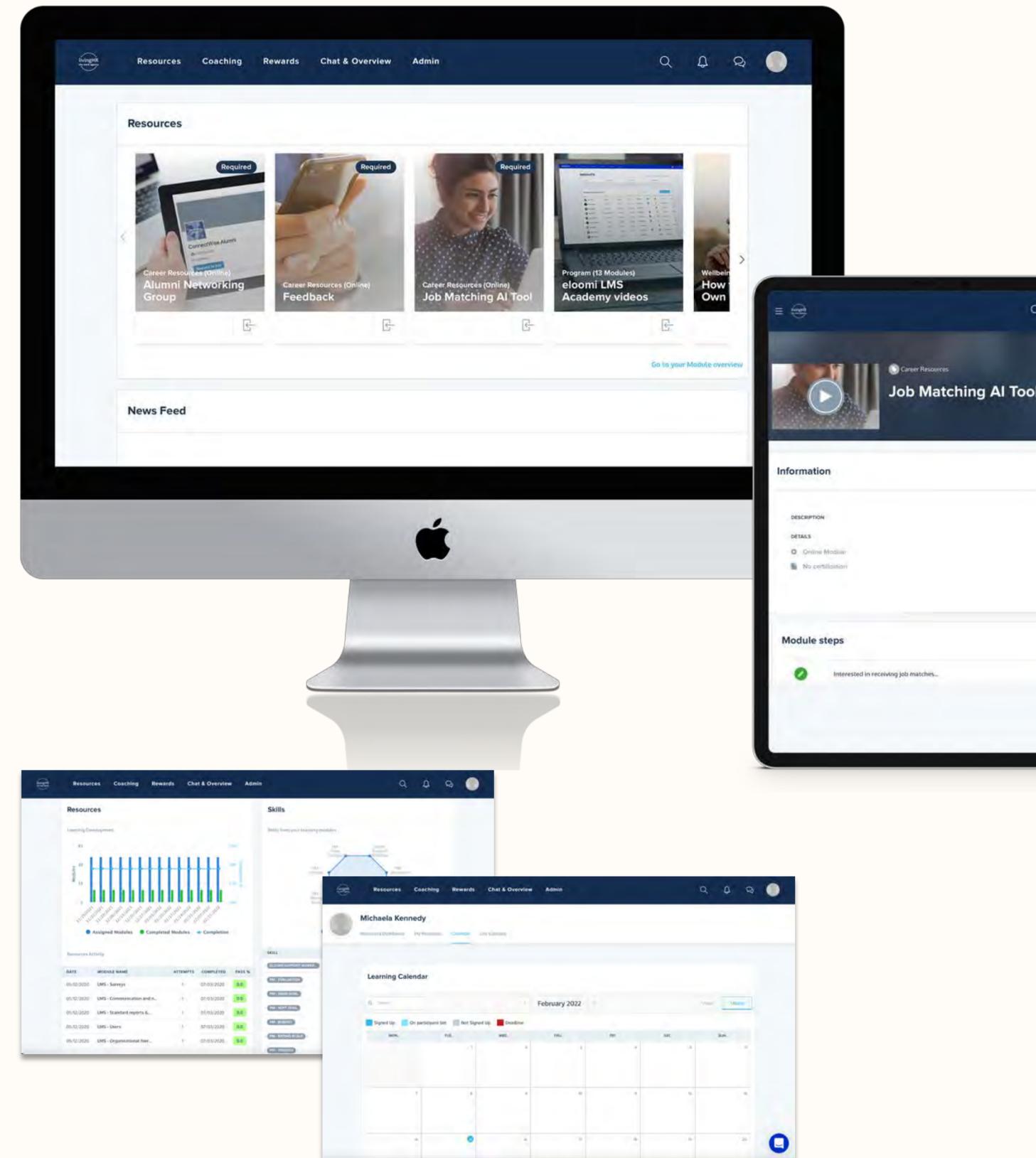


Humanized Career Transition

**Modernized, and virtual
alternative to traditional
outplacement.**

We know your people matter to you. We believe all employees deserve to feel considered, respected, and cared for throughout this trying time and process.

- ✓ Pre-Transition Support
- ✓ Personalized Transition Support
- ✓ Talent Portal





thank you!

(813) - 514 - 6999

info@livingHR.com

www.livingHR.com