



Ascend Solutions Group

Growth Partner Package

Overview

The Growth Partner Package is designed for organizations that are expanding, hiring more frequently, or managing ongoing people challenges that require regular HR leadership. This package gives you steady, hands-on partnership each month, blending strategy and operations so your team, leaders, and processes stay aligned and supported.

You gain an experienced HR partner who understands your business, works proactively, and helps you build the people foundation needed to scale with confidence.

What's Included

1. Weekly HR Strategy & Leadership Touchpoints

A dedicated session each week (30–60 minutes) to align on priorities, challenges, and progress. These sessions may include:

- Talent strategy and workforce planning
- Leadership guidance and coaching
- Performance conversations and action plans
- Hiring or restructuring decisions
- Culture, engagement, and communication support

You get ongoing clarity and a steady HR rhythm each week.

2. Talent & Workforce Planning Support

Consistent support to help you plan the team you need as you grow.
This includes:

- Headcount planning
- Role clarity and job design
- Internal mobility and growth pathways
- Skills gaps and development insights

Your leaders get the structure they need to make strong hiring and team decisions.

3. Employee Relations & Coaching Support

Hands-on coaching and guidance for:

- Difficult employee conversations
- Manager support and preparation
- Performance concerns and documentation
- Conflict resolution
- Attendance, conduct, and accountability issues

You'll never have to navigate tough people issues alone.

4. HR Operations & Compliance Management

More robust operational support than the Starter Package, including:

- Policy updates and new policy development
- HR document updates
- Support for performance cycles
- Consistent compliance check-ins
- Documentation guidance for managers

This helps reduce risk and keeps your foundation strong as the business grows.

5. Onboarding, Offboarding & Hiring Coordination

As your team grows, you'll have support with:

- Creating or improving onboarding workflows
- Drafting job descriptions
- Aligning interview steps and evaluation criteria
- Smoother transitions when employees join or exit
- Partnering with your recruiter (internal or external)

This ensures your employee experience stays consistent and aligned with your culture.

6. Culture & Engagement Development

Ongoing partnership to help you strengthen your workplace culture.

This may include:

- Engagement pulse surveys
- Culture-building initiatives
- Communication practices
- Leadership alignment sessions
- Retention strategies

You get a steady HR partner who keeps culture top of mind as you grow.

7. Access to Tools, Templates & Frameworks

You receive expanded access to:

- Performance management templates
- Career pathing frameworks
- Development planning tools
- Hiring scorecards
- Onboarding and offboarding templates
- Policy library updates

These tools help your team stay aligned and organized.

What This Package Helps You Achieve

- Strong leadership alignment and accountability
- Better hiring decisions and workforce planning
- Improved team performance and engagement
- Clearer communication and expectations
- Reduced HR risk and compliance issues
- A smoother, more professional employee experience
- A stronger culture as your company grows

This is the package for organizations that want HR to actively move the business forward, not just keep the lights on.

Who This Package Is Best For

The Growth Partner Package is ideal for:

- Companies with 20 - 150 employees
- Businesses growing quickly or hiring monthly
- Teams experiencing repeated people challenges
- Leaders who need a strategic HR sounding board
- Companies preparing for scaling, restructuring, or organizational improvement
- Teams wanting a more mature HR function without hiring full-time

Time Commitment & Investment

Monthly Structure:

Approx. **20–30 hours per month**, including:

- Weekly strategic sessions
- Talent and workforce support
- Employee relations guidance
- Operational HR work
- Culture and engagement development
- Ongoing email and messaging support