Ascend Solutions Group

Project-Based HR Solutions

Overview

Project-Based HR Solutions are designed for organizations that need support with a specific initiative, transformation, or deliverable—without a monthly retainer. Each project is scoped based on your goals, timeline, and expected outcomes. You receive clear pricing, defined deliverables, and a strategic partner who leads the work from start to finish.

This is the ideal option when your team needs expertise to build, improve, or stabilize a key people system.

Examples of HR Projects

1. HR Audit & Compliance Review

A full review of your HR practices, processes, and documentation.
Includes:

- Compliance assessment
- Risk identification
- Policy review
- Documentation checklist
- Action plan with priorities

Delivers clarity and reduces organizational risk.

2. Employee Handbook Development or Update

Creation or modernization of your handbook.
Includes:

- Policy drafting and alignment
- Formatting and structure
- Compliance review
- Final, ready-to-publish handbook

Your team receives a clear, consistent foundation for expectations.

3. Compensation & Job Leveling Framework

A complete structure that supports growth and fair decision-making.
Includes:

- Job architecture
- Leveling framework
- Salary bands or recommendations
- Implementation guidance

Helps ensure consistency, transparency, and competitiveness.

4. Organizational Structure & Workforce Planning

Strategic support to align people with business goals.
Includes:

- Org chart review or redesign
- Future-state planning
- Role clarity and responsibilities
- Staffing recommendations

Brings structure, clarity, and focus to your team.

5. Performance Management Redesign

Build a system that actually supports development and accountability.
Includes:

- Review cycle design
- Performance criteria and tools
- Manager training materials
- Rollout plan

Strengthens alignment and improves team performance.

6. Hiring Process & Interview System Buildout

A repeatable, professional hiring process.
Includes:

- Job description templates
- Interview guides and scorecards
- Process workflow
- Evaluation tools

Improves hiring quality and consistency.

7. Onboarding & Offboarding Program Development

Create a smooth, repeatable experience for new and departing employees.
Includes:

- Onboarding workflow
- Checklists and templates
- New-hire communication steps
- Exit interview process

Improves retention, clarity, and employee experience.

8. Culture & Engagement Assessments

Insight-driven support for strengthening your workplace culture.
Includes:

- Surveys or focus groups
- Analysis and insights
- Action roadmap
- Leadership debrief

Gives you a data-backed plan to improve retention and morale.

9. Leadership Training & Workshops

Training tailored to your team's needs.
Examples:

- Difficult conversations
- Coaching and feedback
- Managing performance
- Communication and accountability
- New manager orientation

Strengthens leadership capability across the organization.

What You Can Expect

Every project includes:

- A scoped consultation
- Clear timeline and deliverables
- Weekly progress updates
- Final deliverables ready for implementation
- A leadership debrief session

You get structure, clarity, and a professional end result that elevates your people strategy.

Who This Is Best For

Project-based support is ideal for organizations that:

- Don't need monthly HR support
- Want a fixed, predictable project cost
- Are preparing for growth or change
- Need expertise to build or redesign a key system
- Want to reduce risk and strengthen infrastructure
- Need HR leadership for a short-term initiative