# Do you need Fractional HR?

All businesses need strong people practices. Fractional HR provides experienced guidance and hands-on support at a level that fits your needs and budget.

## What Is Fractional HR?

Fractional HR gives your organization ongoing access to experienced HR professionals, without the cost or commitment of a full-time senior hire. Working as an extension of your team, your fractional HR partner can provide strategic guidance, hands-on support, or a combination of both.

## What Can a Fractional HR Partner Handle?

| Need | Support | Value |
|---|---|---|
| **Create HR basics** | Policies, handbook, job descriptions, records, compliance, HR technology | Lower risk; consistent practices |
| **Hiring and onboarding** | Workforce planning, recruiting, interviews, offers, onboarding | Better hires; stronger starts |
| **Performance Management** | Goals, feedback, reviews, documentation, manager coaching | Stronger managers; clear accountability |
| **Employee Retention** | Listening, recognition, career paths, compensation, retention | More trust and engagement |
| **Support for your HR team** | Extra capacity, specialist support, projects, interim leadership, open enrollment | More capacity; no staff replacement |
| **Navigate change** | Transitions, reorganizations, communications, integration, HRIS / other software implementations | Flexible support through change |
| **Manage employee relations** | Corrective action, conflict resolution | Confident, consistent decisions |

## Signs that you need HR help:

- HR responsibilities are spread across owners or operational leaders.
- Growth is outpacing your hiring, onboarding, or people processes.
- Managers need experienced guidance on employee issues.
- Policies, documentation, or compliance practices need attention.
- When your HR team needs some extra help
- You need strategic HR expertise but not a full-time senior hire.

# Could Fractional HR Help You?

## TAKE THIS QUIZ TO FIND OUT:

If you answer “yes” to two or more questions, a conversation may be worthwhile:

- Are people issues taking leaders away from the business?
- Are HR decisions delayed because no one owns them?
- Do managers need confidential, experienced guidance?
- Are policies or processes inconsistent or outdated?
- Is your HR team overwhelmed?
- Is there a short-term project coming up where extra help would be of value?
- Would flexible support be more practical than a full-time hire?

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**Start with a focused assessment under our HR Assist program**
Talk with NAE about your most urgent risks, the systems that will support growth, and the priorities that can make the greatest difference over the next 90 days.

*HR Assist is a members-only benefit of NAE.*

**Contact Us**
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