TOP7 | FRACTIONAL & INTERIM LEADERSHIP

Fractional & Interim CHRO

A TOP7 PRACTICE • FRACTIONAL · INTERIM · PROJECT

Senior people leadership scoped to the stage you're in. Org design, compensation, hiring and retention, built for the company you're becoming. You get an experienced CHRO's judgment without adding a full-time executive.

SIGNS YOU NEED A CHRO NOW

- Hiring is running ahead of any real org structure.
- Two people in the same role are paid very differently, and both know it.
- Turnover is climbing in the roles you can least afford to lose.
- An acquisition, reorg or reduction is coming, and nobody on the team has led one.

WHAT WE DO

People Leadership
Day-to-day ownership of the people function, policies and HR team.

Org Design & Workforce Planning
An org chart built on purpose, with the roles the next stage needs.

Compensation & Equity Frameworks
Pay bands and equity guidelines that are fair, defensible and budgeted.

Hiring Plans & Talent Acquisition
A hiring plan tied to the budget, and a process that lands the right people.

Performance & Career Paths
Reviews, goals and promotion criteria people actually trust.

Leadership & Manager Development
Turn strong individual contributors into managers who keep their teams.

Retention & Engagement
Find the flight risks in key roles and fix the reasons before they resign.

M&A People Integration
Bring two teams, two pay structures and two cultures together without losing talent.

HOW IT WORKS

1. Map the org, pay and policies, and name the people risks
2. Build the comp framework, hiring plan and retention plan
3. Execute a 30/60/90 plan under the Velocity-7 Framework
4. Hand off to your managers and decide on a full-time hire

VALUE TO YOU

- Executive people judgment without a full-time executive hire
- One accountable CHRO, not a rotating bench
- Hours that flex up for a crunch, then back down
- Option to hire your Top7 CHRO full-time as you grow

> Typically about 8 to 60 hours a month, at under 10% to 60% of the cost of a full-time CHRO. For companies with $10M–$500M in revenue.

Let's talk about your people function.

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