



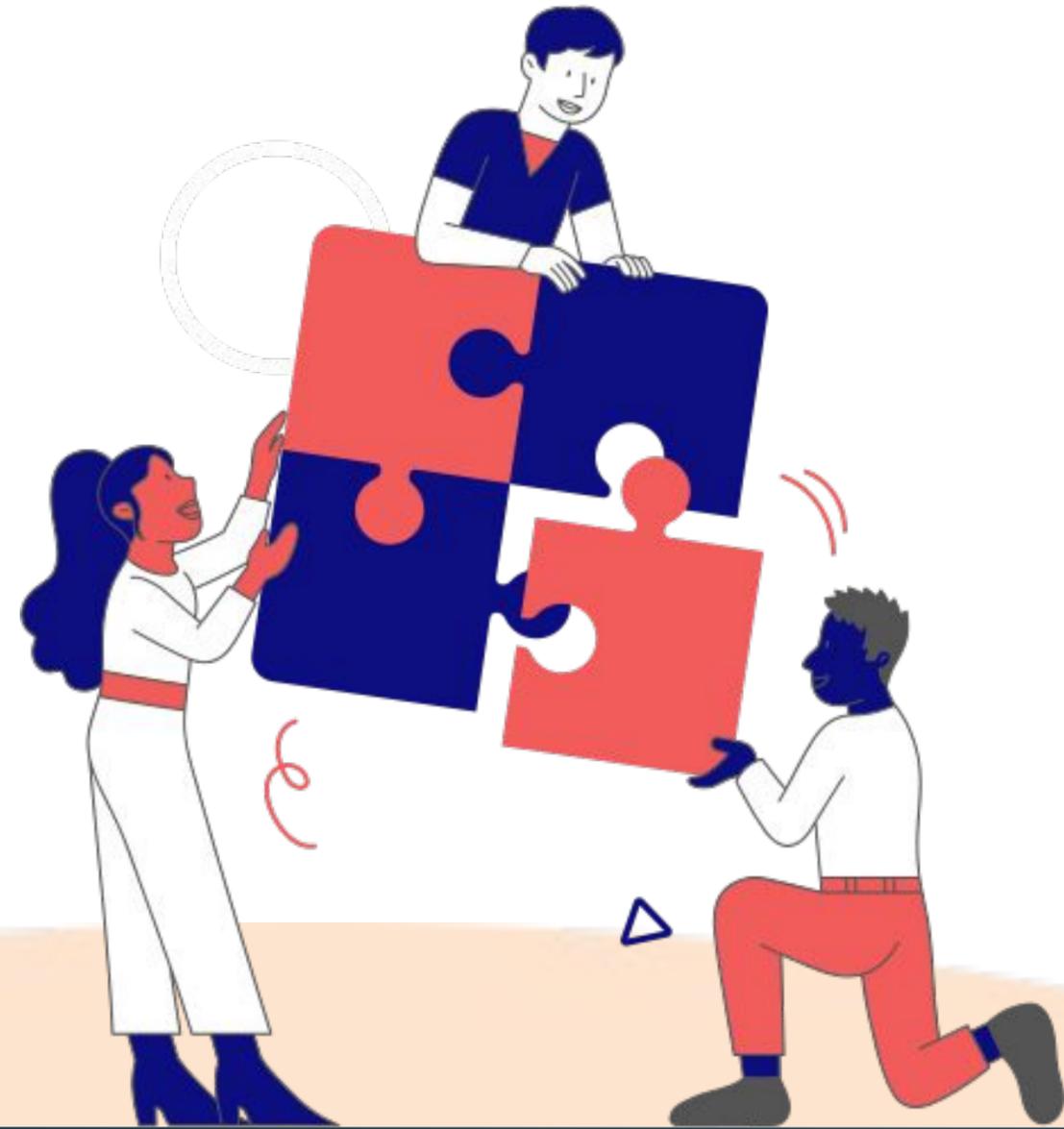
HR Advisory Services

Transforming businesses,
one person at a time



Our Mission

Our mission is to empower organizations to maximize human potential and cultivate a positive, engaging work environment for all.



Who We Are

We are a team of skilled professionals in recruiting, operations support, leadership coaching, and advisory services.

Efficient Organizations

We design efficient organizations that scale as companies continue to evolve, with minimal internal resources needed to get started

Targeted Focus

We support companies from Seed to Series B & small businesses in building strong HR foundations for mutual benefit.

Holistic Approach

We take a holistic approach where we integrate our years of experience with HR processes, employment law, conflict resolution, exemplary candidate experience and C level training programs

Proven Track Record

And best of all, we are a fun team that has helped build lasting HR systems for partners like Tesla, Apple, Everlance, Funding Syndicate and ChangeEngine

The Problem Today

In today's marketplace, companies grapple with the ever-evolving recruiting landscape, seeking strategies to stay ahead of the curve.



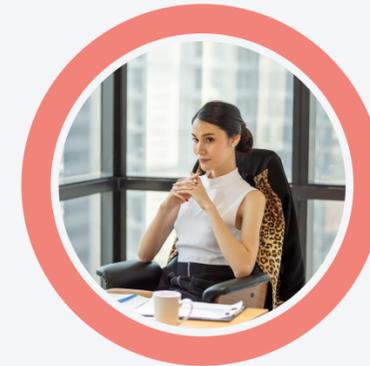
EMPLOYEES

Fragmented recruiting, employee relations, & compensation & benefits systems result in labor-intensive manual processes & escalated costs for both employers & employees.



EMPLOYERS

It is tough to build and scale HR teams from the get go. And those that have internal HR teams in place, find it difficult to make tough decisions and take risks



LEADERSHIP

Early stage leaders prioritize product & revenue growth, often neglecting the development of a strong HR foundation & company culture.

The problem is even more acute for employers in the small business industry



➔ Lack of resources to get HR/Recruiting teams setup quickly & efficiently

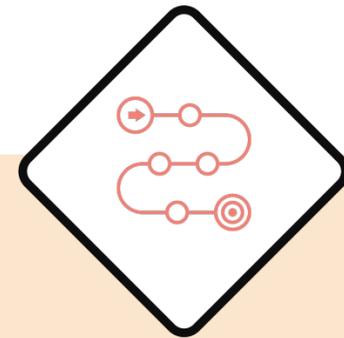
➔ Challenging to navigate complex HR compliance requirements & stay up to date with changing regulations both domestically and abroad

➔ Developing a foundational company culture that helps drive employee experience, company mission, and ultimately business impact

Key Focus Areas

People

Unleash the potential of your greatest asset - your people. 9Box empowers employees by identifying and addressing gaps that hinder success. With our People Ops Roadmap, we bring actionable plans to bridge these gaps and drive sustainable growth.

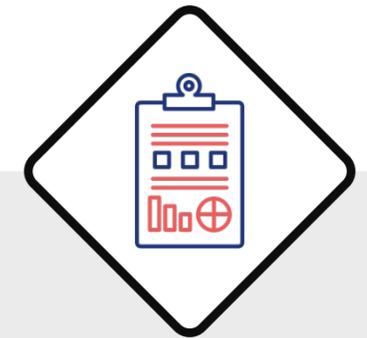
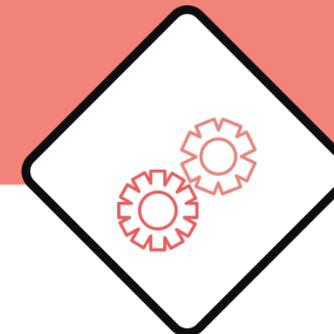


Process

By optimizing your team's operations through effective organizational design, 9Box identifies inefficiencies and guides the development of governance models for informed decision-making.

Technology

From PEO/HRIS platforms to leveraging tools like Google Drive, 9Box optimizes your existing resources for organizational success, maximizes your output and enhances employee experience.



Strategy

Harness the power of proactive decision-making with 9Box. Drive strategic choices, optimize business focus, and boost employee engagement for optimal organizational success.

Our Solution

From Seed to Series B companies, we build proactive People Ops programs that fit every organizational stage

Talent Acquisition & Development

Recruitment & Selection

Candidate Experience

Onboarding & Training

Employee Engagement & People Operations

Employee Experience

Compensation & Benefits

HR Admin

Leadership Coaching & Advisory

Leadership Coaching

Learning & Certifications

Performance Management

Talent Acquisition & Development

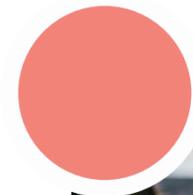


Candidate Experience

- Applicant Tracking System (ATS) internally or through a vendor

Onboarding & Training

- New Hire Orientation
 - Learning & Capability Development
 - Performance Training
 - SEER Training Technique
- 



Recruitment & Selection

- Talent Acquisition
- Talent Strategy & Business Alignment
- Workforce Planning
- Organizational Design



Employee Engagement & People Operations



Employee Experience

- Employee Review
- Leadership Development
- Succession Management
- Career Management
- Performance Management
- Business Metrics & Analytics



Compensation & Benefits

- Compensation & Benefits Administration
- Payroll Management
- Compensation Planning & Analysis
- Total Rewards Strategy



HR Operations

- Payroll Set-up & Review
- Employee Relations
- Human Resource Business Partner Model
- HR Analytics & Reporting
- HRIS Management

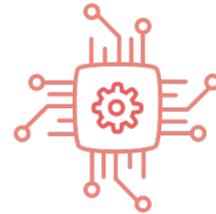
Leadership Coaching & Advisory

9Box empowers leaders to drive organizational success, foster a positive work culture, & effectively navigate the challenges & opportunities of leadership roles.



Executive Coaching

Executive Coaching for enhancing leadership skills and effectiveness



Change Management

Supporting leaders in navigating organizational change



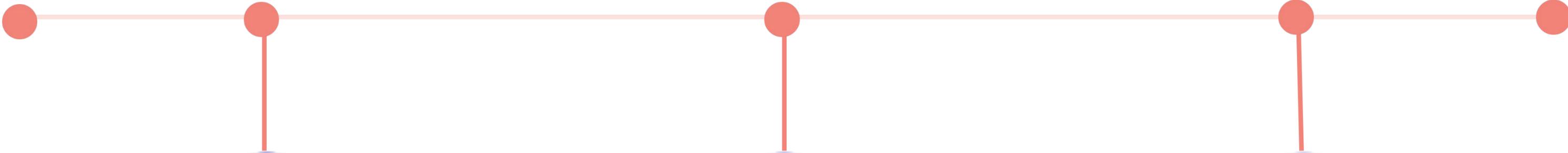
Organizational Culture & Values

Aligning organizational culture & values with business objectives, embedding them across the organization





Our Core Values



ACCOUNTABILITY

We have a steadfast focus on creating impact and providing excellence

TEAMWORK

We work in a collaborative manner, leading to trust & long-lasting relations

INNOVATION

We provide out of the box solutions through our broad & deep experiences

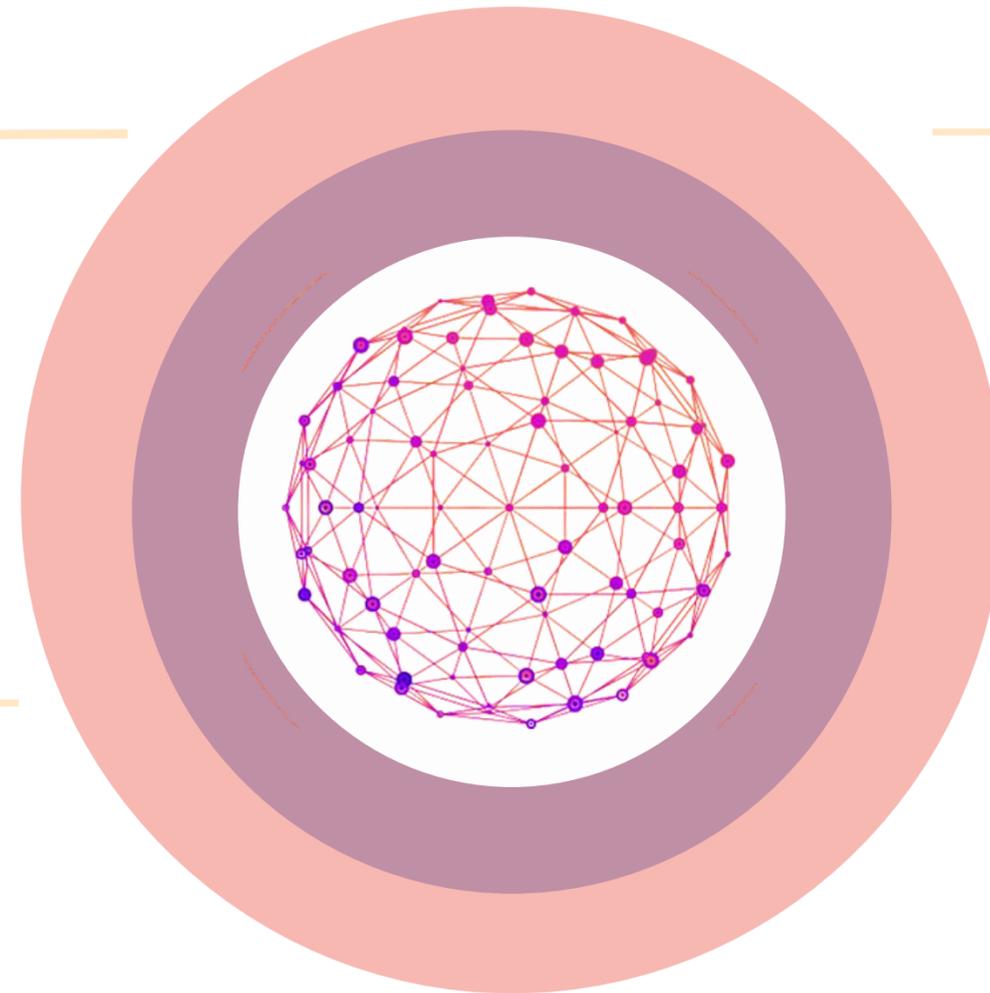
Our Secret Sauce

UNDERSTAND THE WHY

We get what motivates people & solutions which win & retain talent

CULTURE

Our team is an extension of yours & we work hard to help your business grow & scale



BUSINESS LEADERSHIP

We use our vast experience to build bespoke solutions that are tailored for you

MINDSET

We focus on OKRs, streamlined processes, tasks analysis & operational gaps

SELECTIVE PROCESS

We are 100% employee-owned & are selective of the projects we work on

Why Choose Us?



RIGHT PEOPLE, RIGHT SEAT?

Let us unlock the potential of your organization by analyzing its design and leveraging internal resources to drive consistent operational effectiveness for your employees.

How We Work

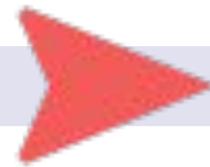


Collaborate



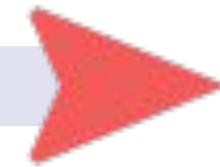
- Identify the problem
- Collaborate on needs & solution
- Agree on execution plan & strategy

Deliver



- Implement the plan
- Develop an adaptable HR platform
- Incorporate feedback & iterate swiftly to achieve the desired results

Maintain/Handoff



- Manage HR platform if required.
- Recruit full-time support and develop a hand-off
- Seamless transition with both programs and policies

Founder

Becky Consolvo

President and CEO



Becky is a senior talent and operations executive, building a wide portfolio of extensive leadership experience through companies such as Apple, Tesla, etc.

A strong advocate for servant leadership, and developing diverse talent to provide the ultimate product to stakeholders, Becky is diligent in her delivery and execution through various analytics and strategy mediums. Becky is a passionate people leader focused on executing vision and leading people well.

15+ years of recruiting and developing HR ops

15+ years of employment law & conflict resolution

15+ years of leadership training and support

