



Building Healthy Organizations

Practical People Strategies for Growing Teams

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People + Process + Purpose



HR is the bridge between your people and your mission.

Where Is Your Organization Today?



Starting Up



Growing



Scaling



Established



Rebuilding



💬 What people challenge keeps you up at night?

Drop your answer in the chat

SECTION 01



PLAN

Strategy Before Action

PLAN

Start With Strategy



Strategic Planning

Know where you're going



Workforce Planning

Build before you need



Sustainability

Systems over superheroes

"We often hire because we're tired instead of because we have a plan."

— Tammy Ziglar

SECTION 02



HIRE

Right Person. Right Place. Right Time.™

HIRE

Right Person. Right Place. Right Time.™



Job Descriptions

Define success
upfront



Compensation

Know your market



Hiring Process

Consistent.
Structured. Fair.



Onboarding

First impressions
matter

SECTION 03

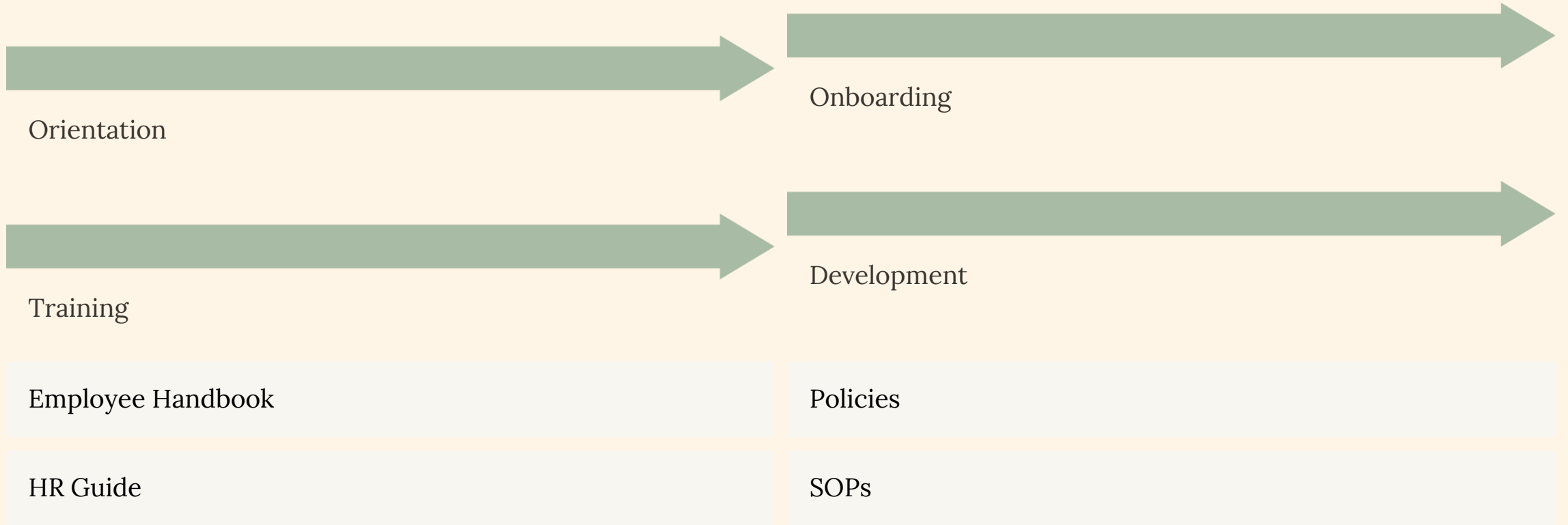


DEVELOP

Set People Up for Success

DEVELOP

Set People Up for Success



"People deserve clarity. Not perfection — clarity."
— Tammy Ziglar

SECTION 04



PERFORM

Accountability with Compassion

PERFORM

Ignorance or Rebellion?™



IGNORANCE

**TRAIN
DEVELOP
COACH**

A training opportunity



REBELLION

**COUNSEL
DOCUMENT
ACCOUNTABILITY**

A leadership moment

"If it's ignorance, we train and develop. If it's rebellion, we coach and counsel."

— Tammy Ziglar

SECTION 05



SUSTAIN

Build Systems, Not Dependencies

SUSTAIN

What Happens If Liz Doesn't Come Back Tomorrow?

Healthy organizations run on systems, not superheroes.



Cross-Training

Redundancy is resilience



SOPs

Process on paper



Succession Planning

Plan before crisis



Knowledge Transfer

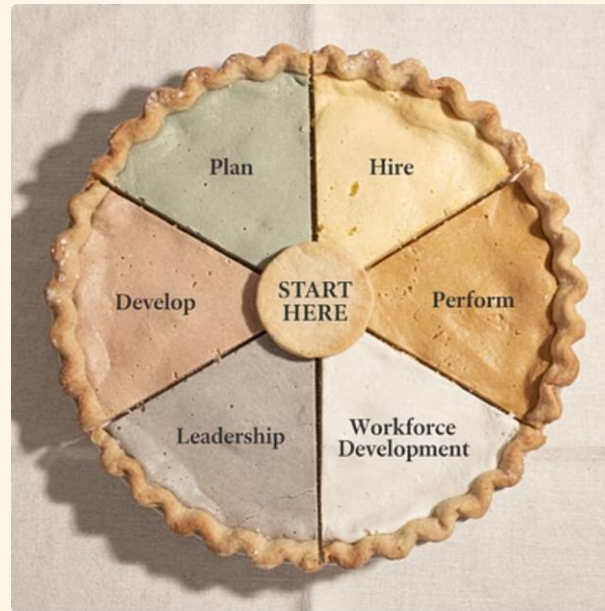
Share what you know

"Healthy organizations depend on systems, not superheroes."

— Tammy Ziglar

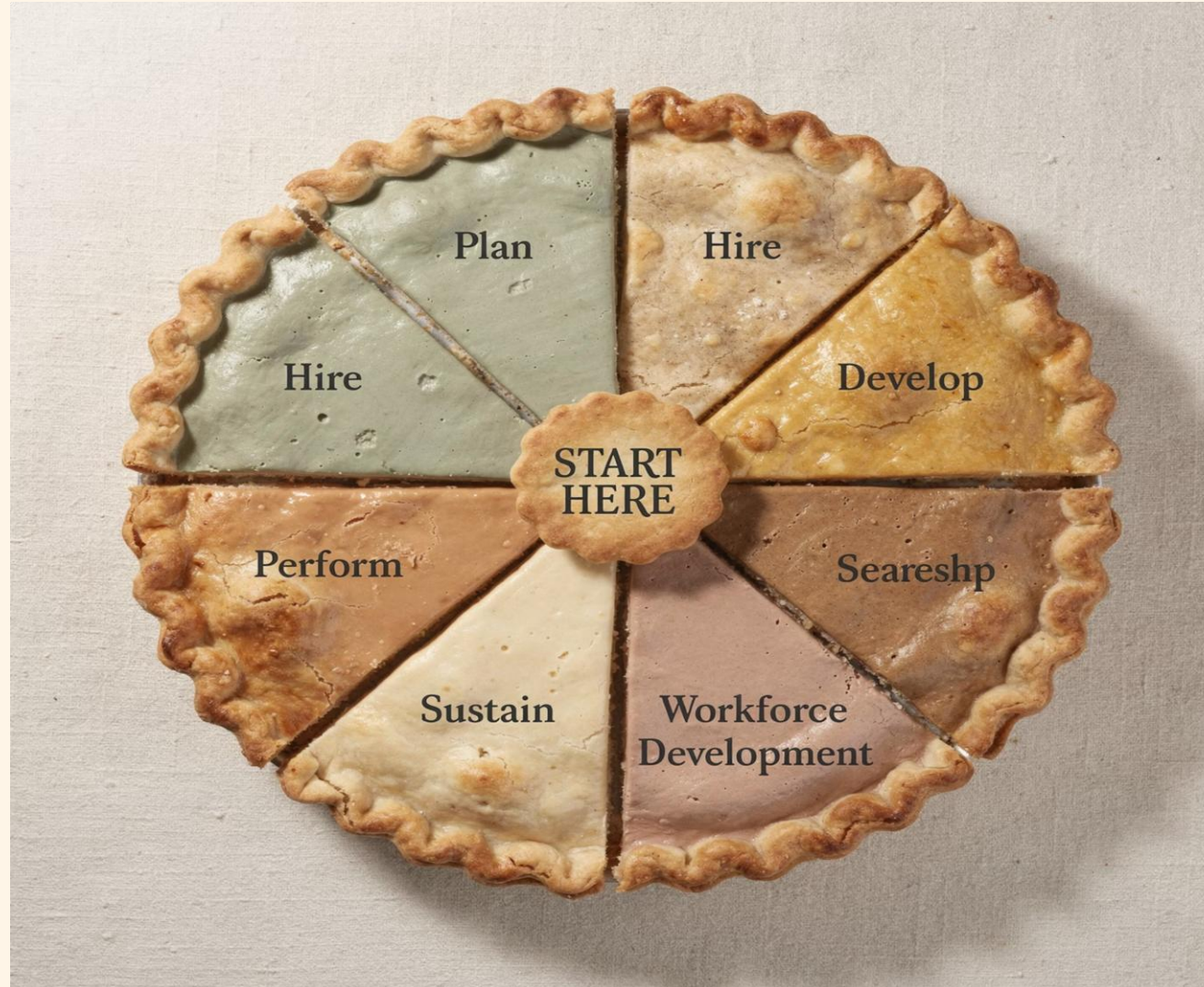
YOUR ACTION

How Do You Eat a Pie?



YOUR ACTION

One Slice at a Time.



I'LL LEAVE YOU WITH THIS...

Healthy organizations don't
happen by accident.
They are built intentionally—
one conversation,
one process,
and one person at a time.

— Tammy Ziglar

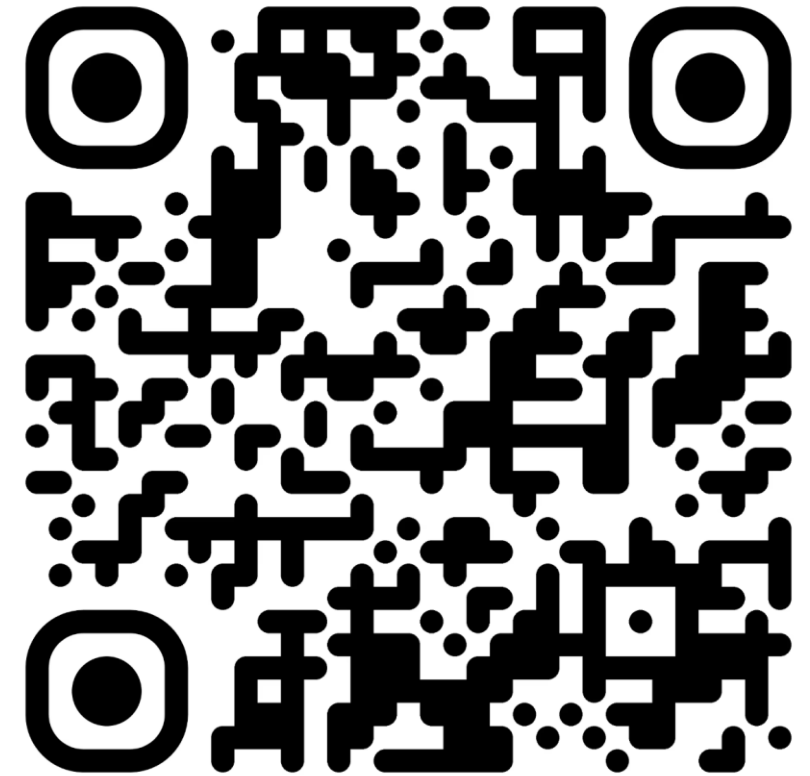
Let's Continue the Conversation

Whether your organization is hiring, growing, strengthening leadership, or building more sustainable people practices... I'd love to learn more about your organization.

Not Sure Which Slice Deserves Your Attention First?

Schedule a Complimentary 30-Minute Discovery Conversation

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Scan to schedule your complimentary discovery conversation.