



S3 Conference

Screening ❖ Safety ❖ Strategy

Hosted by DISA Global Solutions

Smaller HR Teams, Smarter Strategy:

How HR Leaders Drive Business Impact



*"I'm still building depth in this area."
"This isn't my core area of expertise."
"This is a development area for me."*





"I'm growing my capability here."
"My strengths are better leveraged elsewhere."
...
"This is not my strong suit."





HELLO!

I am Ciera Parks

#YourHRAuntie

You can find me on LinkedIn & TikTok



HR WHEELHOUSE

Jack of all trades, master of none.



- ❖ Understand When Fractional HR Makes Sense
- ❖ Spot Signs You're Outgrowing Your HR Structure
- ❖ Balance Tactical and Strategic HR Work
- ❖ Scale HR with the Right Resources
- ❖ Create a Right-Sized HR Roadmap for Your Business



In-House HR

A full-time internal team dedicated to managing day-to-day HR operations, compliance, and employee needs within the organization.

Fractional HR

An external HR expert or team that provides flexible, high-impact support, strategic or tactical, without the cost or commitment of a full-time hire.



What is Fractional HR?

Fractional HR is built for agility: high-impact, right-sized support that adapts with your growth, so your people strategy grows with the business, not behind it.



This might be the
BEST-KEPT SECRET

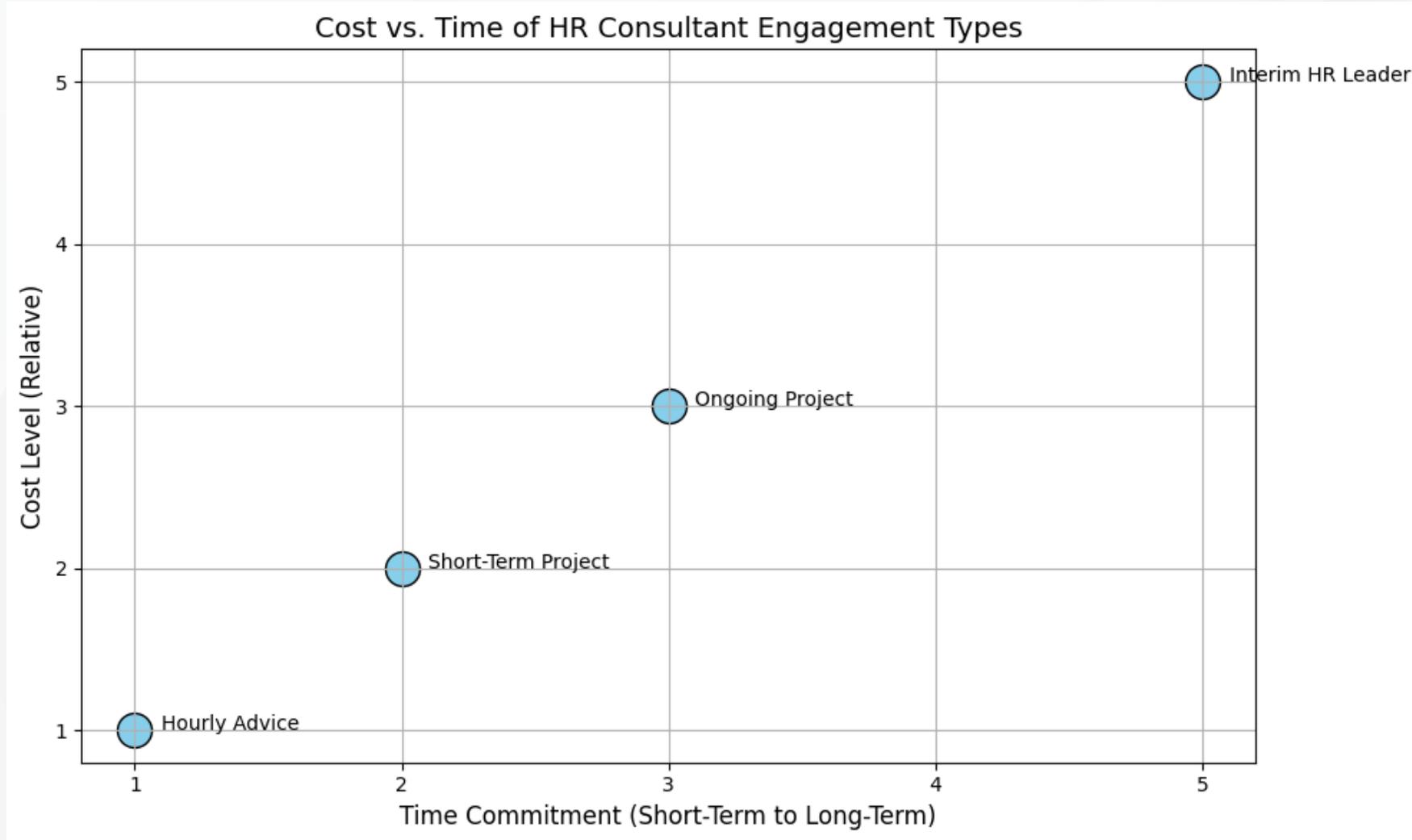


HR Support Method	Potential Model Match	Use Case Example
Part-Time	Remote Retainer	Monthly support for compliance, employee relations, and onboarding
Strategic	Embedded Consultant	Organizational change, culture design, executive team alignment
Project-Based	Hourly Advisory	Handbook development, HR audits, investigations, onboarding redesign



Why it Works:

- **Flexible and cost effective**
- **Provides access to senior-level & niche talent**
- **Scales with business growth**





When to Consider Fractional HR

Key Triggers That Signal the Need:

- ❖ Employee Issues Beyond Your Expertise
- ❖ Legal Or Compliance Risks
- ❖ Rapid Growth or Scaling Initiatives
- ❖ Leadership Asking for Strategies Out of Your Wheelhouse
- ❖ Overwhelmed HR Team



Strategies for Small HR Teams:

- ❖ Use HR Tech to Automate Low-Value Tasks
- ❖ Outsource Administrative Burdens
- ❖ Train Managers to Own People Leadership
- ❖ Partner With Consultants for Strategy
- ❖ Focus on High-Impact, Business-Aligned HR



Self-Audit: Are You Stuck In the Tactical Trap?

Tactical Activities:

- ❑ Payroll
- ❑ Admin Paperwork
- ❑ Compliance Tracking
- ❑ Employee Relations Fire Drills

Strategic Activities:

- ❑ Workforce Planning
- ❑ Talent Development
- ❑ Organizational Culture
- ❑ Leadership Coaching





Build Your Right-Sized HR Roadmap

Steps to Create Your Plan:

1. Assess Current Capacity and Gaps
2. Define Business Goals and People Needs
3. Prioritize Urgent vs. Strategic Initiatives
4. Decide What To Keep, Outsource, or Automate
5. Build a Phased Support Plan with Fractional HR



Let's Talk Strategy-

Q & A