

SERVICES OVERVIEW

HR consulting that meets you where you are

MonsteraHR helps growing companies stabilize people operations with expert human partnership — then modernize systems when the practice is ready. Clear scope. Real deliverables. No hype.

Typically 15–150 employees · Consultant-led · Platform optional

How to choose a starting point

If you are saying...	Start with
"We don't even know what's broken."	HR Health Check & Compliance Foundations
"Our handbook is a liability or a ghost."	Policy, Handbook & People Practices
"We need someone in the boat with us monthly."	Embedded HR Partnership
"Our tools and processes don't match."	Systems Modernization & Platform Path

Many clients begin with a Health Check, then layer Policy and/or Embedded HR, and later formalize systems.

How engagements run

- **Discovery call** — diagnose fit and priorities (30–45 minutes)
- **Proposal** — scope, timeline, commercial terms, assumptions
- **Kickoff** — owners, access, success metrics
- **Delivery** — working sessions, artifacts, decisions documented
- **Review** — outcomes and recommended next phase
- **Continue** — partnership, expansion, or platform transition

Ready for a calm, practical conversation about your people operations? Book a Discovery Call at monsterahr.com/discovery-call

SERVICE 01

HR Health Check & Compliance Foundations

The problem

Growing teams often “feel fine” until they are not — a leave mishandled, a classification question, a messy exit, or diligence that exposes inconsistent practices. Leadership needs a clear picture of risk and friction, not a generic audit scare.

Who it’s for

Growing companies (typically 15–150 employees) that have outgrown informal HR and need a prioritized plan before rewriting everything.

What we do

- Interview key stakeholders and map how HR actually works today
- Review policies, offer/onboarding artifacts, and timekeeping habits
- Run a state-aware scan of high-impact risk areas
- Inventory tools and shadow processes
- Deliver a **Now / Next / Later** roadmap leadership can run

What you walk away with

Deliverable	Purpose
Health Check report	Shared truth across leadership
Risk & friction heatmap	Focus where it matters
90-day action plan	Owners, sequence, effort
Readout session	Alignment, not a PDF that dies in email

Engagement shape

Fixed-scope project · typically 2–4 weeks · primary partner: Hilda · best next step after: Policy build, Embedded HR, or Systems work

Sample success story (pattern)

A 60-person company was “between PEOs” with policies from three eras. The Health Check surfaced three must-fix items (timekeeping consistency, leave intake, manager documentation) and deferred six nice-to-haves. Leadership executed the 90-day plan without boiling the ocean.

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SERVICE 02

Policy, Handbook & People Practices

The problem

Many handbooks are either outdated legal templates no one reads, or tribal knowledge that lives in Slack. Neither protects the company or supports managers when state employment realities show up on a Tuesday afternoon.

Who it's for

Teams ready to make policies usable — clear enough for employees, practical enough for managers, aligned enough for leadership.

What we do

- Design or refresh the handbook strategy (full rewrite or targeted)
- Build core policies that match how you actually operate
- Create manager quick-guides for common moments
- Clean up offer/onboarding checklist hygiene
- Plan rollout, acknowledgment, and future change control

What you walk away with

Deliverable	Purpose
Handbook / policy package	Client-owned, living document set
Manager quick-reference	Faster, more consistent decisions
Rollout plan	Communication + acknowledgment path
Change log	Clean updates over time

Engagement shape

Project (optional light retain during rollout) · typically 6–10 weeks · employment counsel engaged by client when legal review is required · primary partner: Hilda

Design principle

Adoptability beats perfection. A shorter, true policy set that managers follow beats a 90-page binder that no one opens.

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SERVICE 03

Embedded HR Partnership

The problem

You are past DIY, not ready (or not eager) to staff a full HR department, and tired of reactive fire drills. You need senior judgment on a reliable cadence — office hours, employee relations coaching, recruiting hygiene, onboarding quality, and calm escalation paths.

Who it's for

Operators and founders who want a true partner for ongoing people operations capacity.

What we do

- Leadership and manager office hours
- Employee relations triage and coaching (non-legal)
- Recruiting process and interview hygiene support
- Onboarding / offboarding quality control
- Leave pathway coordination with your internal owners
- Performance cycle design and facilitation support
- Simple people metrics · quarterly risk and priority review

What you walk away with

Deliverable	Purpose
Fewer founder fire drills	Calm escalation paths that work
Manager confidence	First three steps known for common issues
Documentation quality	Decisions recorded, defensible
Internal capacity	A path out of permanent confusion

Engagement shape

Monthly partnership (hours or outcomes band) · named owner: Hilda as primary partner · we coordinate with counsel, payroll, and benefits brokers — we do not replace them

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SERVICE 04

Systems Modernization & Platform Path

The problem

Spreadsheets, shared drives, and disconnected tools create version chaos — especially around leave, headcount, and employee records. Buying software before process design often recreates the mess in a prettier UI.

Who it's for

Teams ready to formalize core people workflows in durable systems, including clients evaluating the MonsteraHR platform.

What we do

- Blueprint core journeys: hire → onboard → time/leave → performance → exit
- Define roles, approvals, and sources of truth
- Clean up duplicate data and abandoned tools
- Guide change management and manager adoption
- When elected: MonsteraHR configuration, migration planning, and launch support

What you walk away with

Deliverable	Purpose
Process blueprints	Shared map of how work should flow
Systems requirements	Clear configuration inputs
Data cleanup plan	Safer migration / go-live
Adoption plan	Training, owners, success checks
Optional: live MonsteraHR workspace	Modern system of record

Engagement shape

Project (+ optional platform subscription as a separate track) · typically 6–12+ weeks · principle: process first; product when ready — never forced

Platform context (when adopted)

MonsteraHR is a modern HRIS built for SMBs that take sensitive data seriously: staff dashboard, employee self-service, candidate flows, time & leave, performance, and related workflows — with a design bar of calm, modern polish. Learn more at monsterahr.com/platform.