



HR CONSULTING FOR THE CHALLENGES OF GROWTH



Wills Moore guides business leaders through obstacles to expansion based on 25 years of experience in HR strategy and systems.

TALK WITH WILLS

Know where to take your business and the team you need to get there.

Solve the challenges of growth with Agilitas

Your company is working with more customers, locations, services, and products than ever before. To keep up, you need:

- An organizational structure that prepares you for the future.
- A better way of attracting and retaining talent.
- A process for developing your most promising people into effective leaders.

Wills Moore, founder and CEO, is an HR strategist with 25 years of experience working with some of the world's leading blue-chip companies. Partner with Wills and Agilitas for candid, clear, and research-based guidance. Finally, have the right people doing the right work, all headed in the right direction.

"The global, world-class expertise of a big company from someone who understands small business. I can talk once a week with Wills, see that he's got things handled, and trust him to work with my people to meet deliverables."

Chuck Moeling
CEO, Baxter Planning

Whether overnight or over-years, business growth changes everything.

The challenges can emerge suddenly. One day, you've got a company of 50 people doing \$10 million in revenue. Then, you sign a deal that triples your business. Internationally. Immediately.

Alternatively, these challenges can develop over time. As the business expands, it responds less effectively to customer needs. Employees don't have the necessary skillsets. Talent leaves because people want higher compensation, seek opportunities for advancement, or feel burned out.

You see the problems, but it's hard to define the solutions. Your team doesn't have the resources, experience, time, or expertise to study and implement transformational change. There isn't a budget for hiring a large consulting firm, and even if there were, you would want to stay within arm's reach of the process.

With the right strategy, processes, and tools, the challenges of growth become opportunities. Life becomes simpler because you have:



Talent at all levels, helping the company realize its full potential.



The people and organizational hierarchy you need, even as the company grows.



The freedom to work on the business – instead of being bogged down in the business.

Human Resources Solutions For

- HR Transformation
- Leadership Assessment & Executive Coaching
- Mergers & Acquisitions
- Organizational Design
- Talent Management

View Agilitas Case Studies

The Latest HR Tips and Resources from Agilitas



CREATING AND SUSTAINING COMPANY CULTURE BY INTENT

Is culture a real thing? Can it be measured? Changed? Is a company's culture simply...



UNLOCKING YOUR POTENTIAL: THE VALUE OF EXECUTIVE COACHING

In today's fast-paced and competitive business landscape, professionals at every stage of their careers are...



PERFORMANCE & DEVELOPMENT GOALS – THE TRUE NORTH FOR YOUR TEAM

As we wind down the year and look to 2024, I want to revisit one...



DEVELOPING THE NEXT GENERATION OF LEADERS: THE TOP 3 COMPETENCIES FOR SUCCESS

If we think of the next generation of leaders as five to ten years into...



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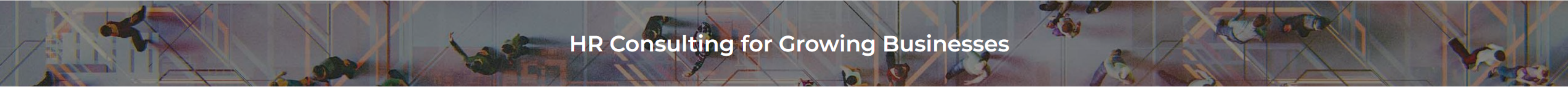
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HR Consulting for Growing Businesses

Start with a COMPREHENSIVE HUMAN CAPITAL ASSESSMENT.
In under 30 days, know the specific steps you need to take in order to overcome your biggest human resource challenges.

- 1** Most Agilitas clients begin with an in-depth **Human Capital Assessment** covering all aspects of the business. This allows us to explore your company's most important workforce needs, from the tactical to the strategic.
- 2** As part of this assessment, Agilitas conducts quantitative analysis to filter out the noise and support findings with data. Wills collects information from job descriptions, salary tables, engagement surveys, and other KPIs.
- 3** With this process, Agilitas interviews key stakeholders to learn about company culture, capture differing perspectives, and identify concerns. Confidential discussions encourage the type of information-sharing you simply cannot receive in-house.
- 4** At the conclusion of the Human Capital Assessment, Agilitas presents a report on its findings, a ranking of concerns by priority, and actions to take to resolve them.

Once the assessment shows you the actions to take, either Agilitas or your organization can implement them.

Agilitas can help you raise the bar in all areas of human resources

<div data-bbox="462 999 753 1111" data-label="Section-Header"> <p>MORE EFFECTIVELY STRUCTURE YOUR ORGANIZATION</p> </div> <div data-bbox="462 1134 753 1192" data-label="Section-Header"> <p>Workforce Planning and Organizational Design</p> </div> <div data-bbox="462 1212 753 1348" data-label="List-Group"> <ul style="list-style-type: none"> • Project the company's turnover, retirements, and key position needs with a workforce planning template. • Redesign the organization to support growth or restructuring. </div>	<div data-bbox="785 999 1071 1111" data-label="Section-Header"> <p>BUILD A HIGH-PERFORMING ORGANIZATION</p> </div> <div data-bbox="785 1134 1071 1192" data-label="Section-Header"> <p>Progression and Performance Analysis</p> </div> <div data-bbox="785 1212 1071 1422" data-label="List-Group"> <ul style="list-style-type: none"> • Set the right goals for individuals and teams by developing and implementing an annual performance management process. • Recommend the technology platform, training, and change management materials to put this process in place. </div>	<div data-bbox="1099 999 1386 1111" data-label="Section-Header"> <p>ATTRACT, RECRUIT, AND ONBOARD CANDIDATES</p> </div> <div data-bbox="1099 1134 1386 1192" data-label="Section-Header"> <p>Recruiting Strategy and Process Design</p> </div> <div data-bbox="1099 1212 1386 1450" data-label="List-Group"> <ul style="list-style-type: none"> • Analyze the job posting process and the ROI from job boards like Indeed. Design and help implement changes to improve effectiveness. • Evaluate and recommend improvements to job postings, your company career website, and the application, interviewing, and onboarding experience. </div>
<div data-bbox="462 1490 753 1602" data-label="Section-Header"> <p>SHAPE PROMISING EMPLOYEES INTO LEADERS</p> </div> <div data-bbox="462 1626 753 1660" data-label="Section-Header"> <p>Learning and Development</p> </div> <div data-bbox="462 1677 753 1937" data-label="List-Group"> <ul style="list-style-type: none"> • Evaluate the current approach and recommend changes. This may include specific strategies for targeted groups, such as people managers, high potentials, and high-skill roles. • Review and recommend partners for professional training programs, technology platforms, and other learning and development resources. </div>	<div data-bbox="785 1490 1071 1602" data-label="Section-Header"> <p>COACH EXECUTIVES IN KEY AREAS</p> </div> <div data-bbox="785 1626 1071 1683" data-label="Section-Header"> <p>Executive Assessment and Coaching</p> </div> <div data-bbox="785 1700 1071 1887" data-label="List-Group"> <ul style="list-style-type: none"> • Conduct 360 interviews with key stakeholders to identify gaps and establish a detailed project plan. • Perform in-person observations, provide professional resources, and produce ongoing progress reports and a project summary. </div>	<div data-bbox="1099 1490 1386 1602" data-label="Section-Header"> <p>RETAIN YOUR BEST PEOPLE</p> </div> <div data-bbox="1099 1626 1386 1738" data-label="Section-Header"> <p>Culture, Engagement, & Communication; Succession Planning; and Talent Review</p> </div> <div data-bbox="1099 1754 1386 1965" data-label="List-Group"> <ul style="list-style-type: none"> • Research and design a culture and engagement strategy. Create and implement a multi-faceted program to implement the new strategy. • Develop an internal communications plan to inform employees about company activities and to make them partners in its performance. </div>

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