

thrive

BOUTIQUE STYLE PEOPLE SERVICES



THE PEOPLE CONCIERGE

Like a small coastal boutique, we deliver curated HR experiences-tailored, personal, and stress-free.

YOUR PEOPLE. OUR PASSION.

HR WITHOUT THE OVERHEAD

Our mission is simple: help small businesses (under 100 employees) build strong, compliant, and people-focused workplaces without the overhead of a full-time HR team.



Partnering with THRIVE means fewer sleepless nights over compliance and more focus on running your company.

HR WITHOUT THE CORPORATE HEADACHE

Big company expertise with small-business style. No long waits, no one-size-fit all.



THE CULTURE STYLIST

We help your business look as good on the inside as it does to your customers. Retention is key to your success!

GROWING TO 25 OR MORE EMPLOYEES?



That is when things get tricky! We help smooth out the bumps and partner with you on compliance.

WWW.THRIVEPEOPLESERVICES.COM



Compliance
& Risk



Employee Relations
& Performance



Retention, Culture
& Engagement



Training &
Development



Hiring &
Onboarding



Local
HR Support

CONTACT

(850) 679-5022
(texts accepted)

HR@THRIVEpeopleservices.com

Florida's Emerald Coast
and beyond!



"Thanks, but we already have people for that"

We're Not Here to Replace HR — We're Here to Enhance It

At THRIVE Consulting, we specialize in partnering with existing HR teams and PEO clients to provide additional expertise, bandwidth, and strategic support. Think of us as your fractional HR partner — filling gaps, lightening workloads, and helping HR shine.

Compliance & Risk Reduction

- Policy & handbook creation and updates
- Employee relations case support & workplace investigations
- HR audits to reduce risk and prevent costly lawsuits

People & Culture Enhancement

- Employee engagement surveys & action planning
- Recognition & rewards programs that boost morale
- Retention analysis to identify turnover trends and create improvement plans
- Culture-building activities for on-site, hybrid, and remote teams

Leadership & Staff Development

- Management & supervisor training (compliance, communication, coaching)
- Customized leadership workshops (DISC, retention, performance coaching)
- Career pathing & succession planning for key roles

Scalable Project Support

- Onboarding & orientation program design for smoother starts
- Performance management system setup & training
- Diversity, equity, & inclusion initiatives tailored to small/mid-size businesses

Specialized Add-On Services

- Compensation benchmarking & salary structure design
- Leave management (FMLA, ADA, USERRA) consulting
- Strategic retention programs to reduce turnover costs

LITE Business Support

- Marketing, social media, website development and management
- Lean process assessment saving time and money
- Business and employee engagement event planning

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HR Consulting Partnerships for Small Businesses

We provide compliance, employee relations, and HR support designed for small businesses that need reliable expertise without the cost of a full-time HR hire. Here is how we partner through monthly fractional HR retainer program:

Tiered Pricing by Employee Size (Fractional HR Support)

Services	Under 25 Employees	25-49 Employees	50-100 Employees
Essential Light-touch HR, great for compliance and basic ER support	\$	\$	\$
Core Growing needs, mix of compliance + ER + some proactive coaching.	\$ \$	\$ \$	\$ \$
Complete Fractional HR department level support, deeper ER, recruiting, engagement, and culture-building.	\$ \$ \$	\$ \$ \$	\$ \$ \$

****Contact us directly for pricing****



BOUTIQUE STYLE PEOPLE SERVICES

Below are our monthly fractional HR retainer packages and services associated with each level. Add additional services and projects to personalize to your organizations needs.

Services	Essential	Core	Complete
Compliance updates & policy support	✓	✓	✓
Employee handbook & templates	✓	✓	✓
Employee relations advice (phone/email)	✓	✓	✓
Monthly leadership check-in	✓	✓	✓
Manager coaching sessions	✓ one per year	✓ one per quarter	✓ one per month
Recruiting support (job postings, screening)		✓	✓
Leave administration (FMLA, PTO, ADA)		✓	✓
Quarterly compliance audit		✓	✓
Performance management		✓	✓
Onboarding administration			✓
Employee investigations			✓
Compensation benchmarking			✓
Engagement initiative (pulse survey, recognition, etc.)			✓
On-call urgent HR support			✓

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HR Consulting Packages and Individual Projects to Fit Your Business Needs!

We provide compliance, employee relations, and HR support designed for small businesses that need reliable expertise without the cost of a full-time HR hire. These services and packages can be added on to our fractional partnership packages or stand alone projects.

Recruiting & Staffing

- Job descriptions, postings, and resume screening
- Interview coordination and structured interview guides
- Offer letters and onboarding materials

Employee Engagement & Retention

- Engagement surveys & action planning
- Recognition program design
- Retention strategy development

Training & Development

- New manager training
- Employee relations & compliance workshops
- Leadership development programs

HR Compliance Audits

- I-9, FLSA, FMLA, and recordkeeping reviews
- State-specific compliance checks
- Risk mitigation report with recommendations

Compensation & Benefits

- Pay benchmarking & salary structure design
- PTO, time off/leave, and benefit policy reviews
- Total rewards statements

On Demand HR & Business Support

- Crisis response / ER investigations
- Mediation between employees & leadership
- Sensitive terminations guidance
- Owner, leader, staff coaching/mediation sessions
- Lite marketing, website management, etc.
- Review and refine workflows for efficiency.

Pricing varies on requests and can be a variation of package, percentage, and hourly depending on your needs!

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