

# **mwah. Embedded HR**

mwah. Making Work Absolutely Human is a toolkit, a think tank, a boutique HR consultancy and a community of HR professionals who are committed to making HR simple, effective and human, without the bureaucracy, and when you need it. We are THE experts in all things people. We take a unique approach and we want to share it with businesses that are up for taking a totally new approach to HR. Embedded HR is literally taking a member of the mwah. team into your business, and letting them help you get the people piece right. After all, we know that the getting the people piece right is the difference between success and failure.

## **Your why?**

Do you wish you had great internal expertise around people but aren't quite big enough?

Have you done countless HR interviews but still can't find a great HR person suits your business?

Do you have a one person HR team who is totally overworked and needs a hand?

Do you have a small but well-functioning HR team, but need an extra top up for the next 12 months?

Do you need a super specialist to support a major change or strategy you SO want to do?

**When these are your questions, we have the answer!**

## **What is mwah. embedded HR?**

mwah. embedded HR works exactly like your own people function, whether it be a stand-alone role or a whole team of people professionals. We provide businesses with highly skilled, progressive HR resources who understand what it takes to make businesses and people hum together and get the best work done. Seamlessly integrated into your business, we're not about bureaucracy, instead we're about what matters most to business and to people.

mwah. embedded HR will provide your organisation, simple, human and effective approaches to people, allowing you to get back to running your business.

## **What's in for you?**

- Access to a rare tribe of highly talented HR professionals, who get people and business and want to make a difference to both
- Guaranteed great HR people - vetted, checked, well-trained, and known to us
- Access to all of mwah.'s tools, templates, and resources to implement and use throughout your business
- A detailed matching process, where we take the brief and make sure the person fits your business like an expert glove
- Comprehensive onboarding and emersion of your new HR resource, to ensure they hit the ground running
- Ongoing professional development
- On-call additional resources and scale-up resources available when you need them
- All the logistical stuff for your HR resource - pay, insurance, leave, technology, tax, etc.
- A long-term solution to HR that can grow, change and evolve as your business does

# Aligned to the exact needs of your business

Great HR is all about what's right for your business. That's why we created a flexible approach to our embedded HR offering across five levels of capability.

## Level 1 - Support HR

*Getting the people basics right*

- Embed the mwah. Way of Working and core people practices
- Stay above the law
- Routine people management coaching

## Level 2 - Foundational HR

*Supporting your leadership team in getting the foundations and flow of HR and people management right*

- Embed the mwah. Way of Working and core people practices
- Resolution of IR/ER issues
- Build the rhythm and signature culture for your business (plus all support activities)

## Level 3 - Competitive HR

*Strong people strategy that gets people as a competitive advantage*

- Embed the mwah. Way of Working and core people practices
- Leadership and Culture coaching
- Design and execution of people strategy aligned to your business strategy

## Level 4 - Strategic HR

*Strategic partnership to design a future-facing organisation and workforce*

- Embed the mwah. Way of Working and core people practices
- Be the people and culture expert in your business
- Strategic positioning of your people and culture as a competitive advantage beyond your personal leadership
- Strategic Workforce Planning so 'people' are an enabler not a limitation

## Level 5 - Deep Specialist Expertise

*Giving your business the seriously deep expertise required to tackle a specific challenge or opportunity*

- Areas of expertise include People Strategy, Organisation Design, Organisation Development, Learning and Capability, Enterprise Agreement Negotiation, Strategic Workforce Planning, and Diversity and Inclusion

## Engagement

mwah. embedded HR resources are available in a variety of capacities, including part time, full time or flexible, aligned to the needs of your business.

## Cost

Specific costings for each Embedded HR resources will depend on level of HR required and work arrangements. mwah. aims to deliver a great HR resource, fully vetted, trained and ready to make a difference, at around the same cost as an internal resource.

## Contact Us

When you think a mwah. Embedded HR resource is right for you and your business, we'd love to talk further.

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