

A PEOPLE PARTNER

Human Resources Project-Based Consulting



Table of Contents

Introduction	3
Chapter I: How Burnout Impacts HR	4
Chapter II: How We Help You	5
Chapter III: Outsourcing Is The Answer	6
Conclusion	8
Contact Us	9
References	10

INTRODUCTION

Hello, I'm the CEO, Alysa Southall.

I'm passionate about helping organizations build people first cultures. Studies show that companies who put people over profits are more successful!

During my time working in small corporate Human Resources departments, I learned that many of the HR professionals wanted to put people first but the mountain of tasks and responsibilities that fell on their shoulders made that increasingly more challenging. A People Partner was founded to solve this problem.

I have 5 small dogs (check the About Us section of my website for pictures!). I am the host of All People Podcast and the writer of All People Periodical.



I truly believe that human resources departments can be more people-focused, and I'm eager to help clients alleviate their burnout and give them more time to pour into their people.

- Alysa Southall

CHAPTER I

How Burnout Impacts HR

Practice what we advocate!

All throughout corporate America, Human Resources professionals are advocating for flexible work schedules, hybrid or remote work, more time-off, improved benefits and empathetic leadership.

Why? Because they know the impact of burnout. They have seen and probably even produced the statistics to the leadership teams in our organization. They know that burnout costs trillions of dollars in lost productivity throughout the United States.

Yet, HR professionals are unable to practice what they advocate for. While they are fighting for reduced burnout for their employees, they are experiencing extremely high levels of burnout themselves.

If you've worked in or are part of an organization with a small HR department, you know that those 1-4 HR representatives are doing everything from hiring to terminations and everything in between. They're also constantly having to learn and re-learn all of the growing changes in the industry and mediate the concerns of employees while balancing them against the business demands. They are responsible for culture and diversity initiatives, as well as manager and employee training.

These responsibilities cause a heavy weight to HR professionals and contribute to increased levels of burnout and stress.

We know that HR professionals reading this, don't need convincing. But we have a feeling that their leadership team might. They don't just have to take our word for it. Forbes and the Society of Human Resource Management (SHRM) all indicate the same findings. So, if you're struggling to convince your leadership team of your burnout, show them this:

- "Burnout and exhaustion are widespread in HR, with 42% of teams struggling under the weight of too many projects and responsibilities." (Ladika, 2022).
- "Among HR leaders who said they were emotionally exhausted, more than two-thirds blamed it on being overworked, and more than 40 percent said it was because they needed additional headcount to meet their business needs." (Ladika, 2022).
- Along with feeling undervalued, HR departments report being under-resourced with 73% saying they don't have the tools and resources they need to do their job well." (Kelly, 2022).

So how can this problem be solved?

CHAPTER II

How We Help You



Project-Based Support

We take on the tasks and projects that you don't have time for so you can be freed up for competing priorities and focusing on the humans who need you. Our projects include, but are not limited to:

- Apprenticeship Program Development
- Compensation Analysis & Pay Banding
- Health & Wellness Programs
- Report Support & Filing
- Open Enrollment & Benefits
- Performance Management



Temporary HR Support

If a member of your HR team is going out on a leave of absence or their departure from your company has left a vacancy and a pile of work, we can help! We offer temporary HR support to cover the important tasks and responsibilities that need to be addressed in their absence. And, we do it as close to their existing salary as possible (because we know this will keep your CFO happy!).



Training For Managers & Employees

While you know training your managers and employees is an important part of your job, it's yet another thing that you have to make time for. We've got you covered! We can come train your managers and employees on-site or virtually in a variety of topics. We don't have every training curriculum built yet. But, if you tell us what you need, we'll develop it. All trainings can be customized for your organization.

CHAPTER III

Outsourcing Is The Answer

Let A People Partner Help!

We designed our HR project-based consulting services with small HR departments in mind. We knew that everything couldn't get done by your 1-4 person team and that inevitably more items than you'd want would land on the back burner and stay there for much longer than you planned.



Outsourcing Projects Can Reduce Burnout

1. While we're working on your projects, you can focus on competing priorities and the incredible humans who make your organization great!
2. By outsourcing the tasks and projects on your plate or the back burner, you can now focus on strategic HR items.
3. We will work directly with internal or external stakeholders, if necessary to complete your projects so that you don't have to!
4. Our experienced HR professionals have worked in a variety of industries and held almost every HR title. And did we mention that they also worked in small HR departments?! Because they did!



CHAPTER III CONTINUED

How temporary HR support can alleviate your stress.

If you go out on a leave of absence or need to take some much deserved vacation time, you can't reduce your burnout by continuing to check and respond to emails or be constantly thinking about the pile of things that aren't getting done while you're out. You may even compromise your short-term disability, PFML or other leave benefits if you're working while you're on leave. We want to minimize your stress and reduce your burnout by taking on a specific amount of hours per week for you while you are out of the office. You name the hours and we'll see if we have capacity. This temporary support can include virtual and on-site work. If you don't need a specific amount of hours per week, let us know what you do need to get done and we'll make sure it is. No need to stress over hiring a temporary employee from a staffing agency or all the worries that come with that. Just let your stress melt away.

Sometimes your HR team members leave your organization to pursue new opportunities. Although you may be happy for them to grow and move on, you also know that in a small HR department it leaves a huge gap. Who is going to take on that person's responsibilities and tasks in the meantime? Likely, the answer is you or another team member if there is one. On top of the additional responsibilities and projects you already didn't have time for, you now have to conduct interviews and make hiring decisions to replace that person. No need to do it all alone. We can help you reduce your stress during this vacancy. But that's not all...we can also help you find your next hire! After all, one of our recruiting specialties is Human Resources. Check out our Recruitment Services e-book for more information.

Training for managers and employees is for them and YOU!

Some states mandate specific trainings for all employees regardless of their role or industry. But those aren't the only trainings you should be offering. Managers or people leaders need consistent training on the growing changes of management and leadership. They need regular refreshers to ensure they are putting their people first. Employees need training too. They want to grow in your organization or need specific support with something in your company. But when in the long list of priorities will you be able to train them all? And hiring a trainer or learning and development professional is probably out of the question...and the budget. We're not! We can train people leaders and employees on-site or virtually and make the curriculum totally customizable for your needs. We also believe in interactive learning. So, all of our training allows them to get involved through role plays or other means. But we know that neurodiversity and disabilities don't always allow everyone to participate the same way. We will make sure there are ways to engage with them that fit their needs.

CONCLUSION

What will you do next?

Are you ready to take the next step?

The ability to reduce your burnout and stress is within your reach. Now, we know that this is not a decision you can make alone. There are internal stakeholders who are going to pushback. They might ask things like, "Why would we pay to outsource functions of your role when we pay you a salary to do them?" Yikes! If you come up against resistance, you can start by asking them to read or re-read Chapter 1 and more specifically the statistics on burnout. If that's not enough, send them a few of the articles linked to our reference page. We understand that working on a team means you have to win some and lose some. Relationships are about give and take...even the work ones. So, if the internal stakeholders still aren't fully bought in, schedule a call with us and include them. We're happy to provide them more reasons...or statistics.



CONTACT US

The choice is yours!

There are many ways to interact with us at A People Partner. We know it's one more thing to do, but we want to communicate however it's easiest for you. So the choice is yours to make.

You can call us at 978-225-3102. If the phone is not the method you'd prefer, then you might consider email. Get ready because that's a long one. But don't worry, we've made that easy for you too: alysasouthall@apeoplepartnerllc.com.

If neither of those options will do, consider booking a virtual or in-person meeting. Just tell us in the description box where and how you'd like to meet. [Make an appointment today](#).

There are other ways to learn more about us. A good place to start is by visiting our website: apeoplepartnerllc.com. There you will find our values, learn more about our team and buy A People Partner merchandise.

Our [LinkedIn page](#) has our most up-to-date content including episodes of All People Podcast and newsletters of All People Periodical. We also use our LinkedIn page to highlight our current talent and talk about HR trends.

We look forward to interacting with you!

THANK YOU!

thank you!

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