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Providing Early Stage Firms with the Strategic Impact of a Proven People Leader

Many early stage firms with high-growth and fast-paced daily workflows, or smaller boutiques with lean support, understandably have little time to optimize all facets of their strategy. At Meritarc, our partners are experienced and passionate about building, refining, and enhancing people strategy to strengthen your business. Our HR Leadership Charter tailors to meet your business priorities, providing flexible year-round partnership for key milestones. Select program designs can also be delivered on an a la carte basis.

OUR FIRM

Meritarc enables your business to realize the full value your people can create. We are a human capital software company and provider of advisory services, specializing in financial services, fintech, and consulting firms. Our job architecture, performance management, and reward tools anchor business strategy in all people processes.

ADVISORY SERVICES

HR Leadership Charter

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HR Leadership Charter

Client Challenges

Meritarc Solutions

Managing Growth & Workforce Change

Meaningful value is left behind when workforce planning and retention strategies get consumed by the day-to-day tactics.

Client Challenges	STRATEGY	PROGRAM DESIGN
• Do you have the right positions and people to achieve your business goals?	**TALENT ACQUISITION**	**Job Architecture / Position Descriptions**
• How will you onboard and develop talent in a hybrid model?	**TOTAL REWARDS**	**New Hire Offer Assessments / Salary Banding**
• How will your Total Rewards offerings attract & retain the right talent?	**OPTIONS, STOCK AND LONG-TERM INCENTIVE DESIGN**	**Long-Term Incentive Design / Market Practice Study**

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Client Challenges

Meritarc Solutions

Enhancing Talent & Performance

Talent development and performance management are facing new challenges in a changed workplace.

	STRATEGY	PROGRAM DESIGN
• What new levers can you pull to enhance the employee experience and maintain a competitive edge?	**CAREER PATHS**	**Career Pathing Framework / Role Clarity**
• How will you manage the performance of your workforce?	**PERFORMANCE MANAGEMENT**	**Promotion Criteria / 360 Surveys**
• Are your managers equipped to be effective leaders?	**TALENT DEVELOPMENT**	**Succession Planning / Competency Models**

Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion (DEI) efforts become too focused on tracking statistics rather than building a culture of belonging.

	STRATEGY	PROGRAM DESIGN
• How does your organization analyze and actively manage pay equity?	**DIVERSITY, EQUITY AND INCLUSION**	**Pay & Reward Equity Review**
• How do you ensure your Total Rewards offering is equitable?		**Equity & Inclusion Needs Assessment**
• How do you hold your organization accountable for DEI initiatives?		**Benefits & Wellbeing Equity Audit**

ADVISORY SERVICES

HR Leadership Charter

MEET YOUR HR LEADERSHIP PARTNERS

In addition to the ongoing support and guidance of your Meritarc partner, you also have access to our broader team of experts and their capabilities.

Warren Rosenstein
Managing Partner, Total Rewards Expert
Convert comp from a cost to a strategic lever.

Lisa Walsh
Managing Partner, Talent & Leadership Development Expert
Build and retain a high performing organization.

Eric Goff
Partner, Total Rewards & Governance Expert
Drive superior engagement and business performance.

Stella Monteiro
Partner, HR M&A / Divestiture Expert
Achieve organizational transformation through effective people strategy.

Chuck McDonough
Managing Partner, Corporate Strategy & Risk Management
Effectively manage the full spectrum of performance & associated risks.

Cassandra Rose
Partner, Benefits and DEI Expert
Enhance the quality of employee benefits & Embed belonging with operational efficiency.

GO FURTHER

Discover more about our team at **meritarc.com/about**