

HR for scale-ups:

What HR support does a growing business need?

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1. Executive Summary

Growth creates opportunity, but it also brings new people challenges. What works for a business with 10 employees can quickly become ineffective at 50, 100 or more. Recruitment becomes more demanding, managers need greater support, compliance obligations increase and organisational complexity grows.

The challenge for many founders is knowing what level of HR support they actually need. Without previous experience of scaling a workforce, it can be difficult to know what good HR looks like, when additional support is required and how to balance cost with risk.

A common misconception is that businesses either need to employ an HR professional or continue managing HR themselves until they are much larger. In reality, there is a range of options available, including outsourced, fractional, interim and project-based support, as well as fully in-house HR teams. The key is choosing the right level of support at the right stage of growth.

Many organisations wait until a significant issue arises before investing in HR expertise. By then, inconsistent management practices, recruitment challenges, employee relations issues, compliance risks or employee engagement concerns may already be affecting performance and consuming valuable leadership time.

Effective HR is about far more than solving problems. It creates the structures, capability and culture that help businesses grow sustainably. An effective HR model should evolve alongside the organisation, providing access to the expertise, capacity and support needed both now and in the future.

This white paper explores how HR requirements change as businesses scale, the warning signs that additional support may be needed and the different ways organisations can access HR expertise to support long-term growth and success.

2. Introduction: When does a growing business need HR?

For many growing businesses, HR is not a priority from day one. In the early stages, founders and senior leaders are often closely connected to employees, communication is direct, and people matters are managed informally.

However, growth changes the dynamic.

As employee numbers increase, management structures emerge, teams become more complex, and leaders have less time to deal with people issues. The approaches that worked well with a small team can become difficult to apply consistently and, in some cases, may expose the business to unnecessary risk.

Many founders are experts in their product, service or market but may have had limited exposure to HR throughout their careers. As a result, they may not always know what good people management looks like, what support is available, or when additional expertise is needed.

Importantly, the need for HR is not determined by headcount alone. A business with 30 employees growing rapidly across multiple locations may face greater people challenges than a stable organisation with 100 employees.

Signs your business may need additional HR support

As organisations grow, certain challenges often indicate that existing people practices are struggling to keep pace:

- Managers are spending increasing amounts of time dealing with employee issues.
- Recruitment activity is growing and becoming harder to manage effectively.
- Policies and processes are being applied inconsistently across teams.
- Employee relations matters, such as performance concerns, grievances or workplace conflict, are becoming more common.
- Employee experience varies significantly between teams or departments.
- Salary costs are growing without a clear reward framework.
- Leaders lack meaningful workforce data to support decision-making.
- The business is preparing for significant change, such as expansion, restructuring, acquisition or transformation.



Businesses rarely reach a single moment when they suddenly “need HR”. The requirement develops gradually as growth brings greater complexity, risk and opportunity.

The most successful organisations recognise this early and ensure they have access to the right level of HR support before people challenges begin to affect performance.

Ultimately, the question is not how many employees a business has. A more useful question is: Are your people practices enabling growth, or slowing it down?

This white paper explores how HR needs evolve as organisations scale and how businesses can access the right support at the right stage of their growth journey.

3. The foundations every growing business needs

When people think about HR, they often focus on recruitment, employee engagement or leadership development. However, these activities are only effective when strong foundations are in place.

As businesses grow, informal processes become harder to manage. Managers spend time answering the same questions, handling issues inconsistently and making decisions without clear guidance. Robust HR foundations provide structure, consistency and confidence, helping employees understand how the organisation operates while enabling leaders to make fair, compliant and commercially sound decisions.

Whether HR support is delivered internally, externally or through a combination of both, every growing business should have the following essentials in place.

Employment contracts, policies and employee handbook

Employees should have clear, up-to-date contracts supported by core HR policies covering areas such as absence, disciplinary and grievance procedures, flexible working, family leave, equality and diversity, and health and safety.

An employee handbook complements these documents by providing a central source of information on workplace expectations, benefits, ways of working and organisational values. Together, these foundations promote consistency and reduce the risk of ad hoc decision-making.

Compliance and payroll

As organisations grow, so do their legal responsibilities. Robust processes for right-to-work checks, record-keeping and employment compliance help reduce risk and ensure obligations are met consistently.

Reliable payroll and benefits administration are equally important. Accurate and timely pay supports compliance, builds trust and contributes significantly to the employee experience.

Holiday, absence and workforce records

Managing annual leave, absence and working time arrangements informally becomes increasingly difficult as headcount grows. Accurate records support workforce planning, fairness and compliance, while helping leaders identify emerging trends that may require attention.

Organisations also need access to reliable workforce data. Employee records, contract information, absence levels and key people metrics provide valuable insight and support better decision-making as the business scales.

Recruitment, onboarding and performance management

Growth often requires businesses to recruit quickly, but successful hiring involves more than filling vacancies. Structured recruitment and onboarding processes help attract the right talent, create a positive employee experience and improve retention.

Similarly, managers need clear processes for setting expectations, providing feedback and managing performance. Effective probation and performance management frameworks create accountability while supporting employee development.

Clear routes for raising concerns

Employees should know how and where to raise concerns about their work, colleagues or workplace environment. Clear reporting channels help organisations address issues early, reduce risk and foster a culture of openness and trust.

Are Your HR Foundations Fit for Growth?

Use the checklist below to assess whether your people infrastructure is keeping pace with your business:

- Up-to-date employment contracts for all employees
- Clear and consistent approach to salary and benefits
- Core HR policies that are accessible and regularly reviewed
- An employee handbook that reflects current practices
- Consistent compliance and right-to-work processes
- Reliable payroll and benefits administration
- Accurate holiday, absence and workforce records
- Structured recruitment and onboarding processes
- Clear performance and probation frameworks
- Secure employee data with meaningful reporting capability
- Clear routes for employees to raise concerns
- Managers who understand their people management responsibilities

If several of these areas are missing or heavily dependent on individual managers, it may indicate that your people infrastructure has not kept pace with business growth.

Structure enables growth

The businesses that scale most successfully are not necessarily those with the most sophisticated HR functions. They are the organisations that put the right foundations in place at the right time.

Strong HR infrastructure creates clarity for employees, reduces risk and allows leaders to focus on growth rather than preventable people issues. Investing in these foundations early provides the stability and consistency needed to support sustainable growth over the long term.

4. Supporting managers as the business grows

As businesses grow, line managers become increasingly important. They are the link between leadership and employees, responsible for driving performance, maintaining engagement, managing issues and supporting teams through change.

However, growth often places managers under pressure. New teams emerge, structures become more complex and people challenges increase. Managers can quickly become the deciding factor in whether issues are resolved effectively or escalate into larger problems.

The challenge of new managers

Many growing organisations promote high-performing technical or operational specialists into management roles. While these individuals may excel in their profession, people management requires a different skill set.

New managers are often expected to:

- Manage performance and performance concerns
- Give feedback and hold difficult conversations
- Support employee wellbeing
- Resolve workplace conflict
- Lead teams through change

Without the right support, managers can lack the confidence to address issues early and consistently.

Why Manager Capability Matters

Capable managers help create a positive employee experience and reduce organisational risk. They are more likely to:

- Address issues before they escalate
- Apply policies consistently
- Build engagement and accountability
- Support employee development
- Escalate complex issues appropriately

By contrast, inconsistent management can lead to employee relations challenges, disengagement and perceptions of unfairness.



Many people issues are easier to resolve early. Managers who have the confidence to act promptly can prevent small concerns becoming significant problems.

Giving managers the right support

Effective managers need more than policies and procedures. They need practical guidance, development and access to HR expertise when required.

Common areas of support include:

- Performance management
- Difficult conversations
- Absence and wellbeing management
- Employee development
- Conflict resolution
- Change management

Managers should also understand when specialist HR support is needed, particularly for complex employee relations cases, restructures, organisational change and sensitive employee matters.

Investing in sustainable growth

As organisations scale, leaders cannot be involved in every people decision. The employee experience increasingly depends on the quality of line management.

This is why many growing businesses prioritise creating capable and accountable managers who understand their responsibilities, feel confident making people decisions and know when to seek support. Investing in manager capability not only reduces risk but also strengthens performance, engagement and long-term business growth.

5. Moving from reactive HR to a people strategy

Once the HR foundations are in place, the role of HR begins to shift. Rather than focusing primarily on administration, compliance and problem-solving, effective HR becomes a strategic driver of business performance and growth.

This distinction is important.

- **HR administration** focuses on processes such as contracts, policies, payroll and record-keeping.
- **HR advice** helps managers deal with employee relations issues, recruitment and day-to-day people challenges.
- **Strategic HR leadership** focuses on ensuring the organisation has the people, skills, structure and culture needed to achieve its business objectives.

As organisations grow, leaders increasingly need support in areas such as:

- Workforce planning and future talent requirements
- Organisational design and team structures
- Employee engagement and retention
- Culture and values
- Reward and benefits strategy
- Career development and progression pathways
- Leadership development
- Succession planning
- Skills development and capability building
- Diversity, inclusion and employee experience

These activities are not simply “HR initiatives”. They have a direct impact on business performance, productivity, retention, customer experience and profitability.

For example, workforce planning can prevent costly recruitment gaps. A well-designed reward strategy can help control payroll costs while attracting talent. Effective leadership development can improve team performance and reduce unwanted turnover. Strong employee engagement can increase productivity, retention and discretionary effort.

Conversely, failing to address these areas can create significant challenges. Businesses may struggle to retain key talent, experience inconsistent management, face skills shortages or see culture weaken as growth accelerates.

The transition from reactive HR to strategic HR is often one of the clearest indicators that an organisation is maturing. It reflects a shift from simply managing people issues as they arise to deliberately building the workforce, leadership capability and organisational culture needed to support long-term growth.

Ultimately, good HR is not about creating more process. It is about helping the business perform better through its people.

6. What level of HR support do you actually need?

One of the most common questions growing businesses ask is whether they need an HR function, and if so, what form it should take.

The answer is rarely straightforward. The right solution depends on several factors, including the size of the business, the pace of growth, the complexity of people-related challenges and the capability already available within the organisation.

Importantly, businesses do not need to move directly from having no HR support to employing a full HR team. There are a range of options available, each suited to different stages of growth and business needs.

Rather than asking, “Do we need HR?”, a more useful question is:

“What level of HR expertise, capacity and support does our business need right now?”

Founder- or Manager-led HR

In the earliest stages of growth, it is common for people management responsibilities to sit with founders or operational leaders.

This can work well when employee numbers are low and the workforce is relatively straightforward to manage. Founders often know every employee personally and can make decisions quickly without requiring formal processes.

However, this approach becomes harder to sustain as the business grows. Employee relations issues become more frequent, recruitment activity increases, compliance requirements become more complex and managers require guidance.

For founders who do not have an HR background, it can also be difficult to recognise when they have reached the limit of what they can reasonably manage themselves. What begins as a practical and cost-effective solution can gradually become a distraction from the leadership activities that drive business growth.

Outsourced HR support

Outsourced HR support gives businesses access to professional HR advice without the cost of employing a full internal HR function.

Support can cover employee relations, employment law, contracts, policies, manager guidance and day-to-day HR queries.

It also doesn't have to mean committing to a monthly or annual retainer. Pay-as-you-use options can give growing businesses flexible access to HR expertise when they need it, while keeping costs under control.

For organisations that need reliable HR support but do not yet require a dedicated in-house professional, outsourcing can be a practical, flexible and cost-effective solution.

Fractional HR support

Fractional HR support sits between traditional outsourcing and hiring an internal HR professional.

Rather than accessing support on an ad hoc basis, the organisation benefits from regular access to a senior HR professional for an agreed number of days or hours each month.

This model provides greater continuity and allows the HR professional to become embedded within the business, develop relationships with managers and contribute to longer-term people initiatives.

Fractional HR support is particularly valuable for organisations that need strategic input and regular guidance but are not yet ready to justify a permanent senior HR appointment.

An internal HR hire

There comes a point in many organisations where there is sufficient ongoing HR activity to justify an in-house role.

An internal HR professional can provide immediate support to managers and employees while developing a deeper understanding of the organisation's culture, challenges and objectives.

This approach can be particularly effective when a business has reached a scale where recruitment, employee relations, performance management and workforce planning create a significant and continuous workload.

However, businesses should carefully consider the level of role they require. Many organisations recruit an HR professional expecting them to provide both day-to-day operational support and senior strategic advice, only to discover that these demands require different levels of experience and capability.

Interim or project-based HR support

Not all HR requirements are permanent.

Many organisations experience periods where additional expertise or capacity is needed for a specific project or change programme.

Examples include:

- Rapid periods of organisational growth
- Restructures and organisational redesign
- Acquisitions and business integrations
- HR system implementations
- Reward and benefits reviews
- Large-scale recruitment projects
- Temporary leadership gaps within the HR team

In these situations, interim or project-based HR support can provide specialist expertise exactly when it is needed without creating a permanent cost commitment.

This approach allows organisations to access senior capability quickly while retaining flexibility.

The blended HR model

Increasingly, growing businesses are choosing not to rely on a single approach.

Instead, they combine internal capability with external expertise to create a flexible HR model that evolves alongside the organisation.

For example, a business may employ an HR Manager internally while using external specialists for complex employee relations matters, reward projects, organisational design or leadership development. Another organisation may use fractional HR support supplemented by outsourced administration and payroll services.

A blended approach often provides the best balance of cost, expertise and scalability, ensuring the organisation has access to the right support at the right time.

Comparing your options

HR model	Typical benefits	Potential limitations	Often suitable for
Founder- or Manager-led HR	Low cost, quick decision-making, strong business understanding	Limited HR expertise, increasing risk and time commitment as growth continues	Start-ups and very early-stage businesses
Outsourced HR support	Access to expertise, flexible, cost-effective, compliance support	Less embedded in day-to-day operations	Businesses needing reliable advice without an internal HR function
Fractional HR support	Regular strategic input, embedded expertise, flexibility	May not provide full-time availability	Growing organisations needing ongoing HR leadership without a full-time headcount

HR model	Typical benefits	Potential limitations	Often suitable for
Internal HR hire	Dedicated support, strong organisational knowledge, immediate access	Permanent salary cost and limited expertise if only one HR role exists	Businesses with a consistent volume of HR activity
Interim or project HR support	Specialist expertise, rapid deployment, flexibility	Usually focused on a specific challenge or time period	Transformation, acquisitions, restructuring or temporary capability gaps
Blended HR model	Flexible, scalable, access to specialist expertise, balanced cost model	Requires coordination between internal and external providers	Businesses experiencing sustained growth or increasing complexity

The right answer may change as you grow

A common mistake is assuming there is a single “correct” HR model for every stage of business growth.

In reality, the most effective approach often changes over time. What works for a business with 20 employees may be entirely different from what is needed at 100 or 250 employees.

The key is ensuring that HR capability grows in line with organisational complexity. The businesses that scale most successfully are those that regularly assess whether they have the right expertise, capacity and support in place to meet current and future challenges.

Ultimately, HR should not be viewed as an overhead or a reactive function. When the right support model is in place, HR becomes an enabler of growth, helping organisations attract talent, build capable managers, manage risk effectively and create the foundations needed for long-term success. Effective HR also plays a critical role in managing costs, improving productivity and converting people performance into tangible business results, ensuring the organisation achieves maximum value from its greatest asset: its people.

7. How HR needs change at different stages of growth

One of the biggest misconceptions about HR is that there is a specific headcount at which a business suddenly needs support. In reality, there is no universal number. Two organisations of the same size can have very different HR requirements depending on their growth plans, organisational complexity and people challenges.

As businesses grow, their HR priorities typically evolve from foundational processes and compliance to leadership, culture and long-term workforce strategy.

Stage 1: Early Growth

“We’re hiring our first employees.”

The focus is on putting the right foundations in place, including employment contracts, policies, payroll, recruitment, onboarding and compliance processes. This is also the stage where company culture, ways of working and early reward decisions begin to take shape.

Focus: Build strong foundations and establish the type of employer you want to become.

Stage 2: Building a Management Team

“We’re no longer managing everyone directly.”

As managers take on greater responsibility, consistency becomes increasingly important. HR support typically focuses on developing management capability, handling employee relations matters, introducing performance processes and creating a more consistent employee experience.

Focus: Develop capable managers who can lead people effectively and consistently.

Stage 3: Rapid Scale-Up

“Growth is accelerating and complexity is increasing.”

As hiring volumes rise and organisational structures become more complex, people decisions become more strategic. Businesses often introduce workforce planning, employee engagement initiatives, leadership development, HR systems and more formal approaches to culture and communication.

Focus: Build systems, structures and culture that support sustainable growth.

Stage 4: Larger or More Complex Growth

“We need specialist expertise and a more strategic approach.”

At this stage, HR increasingly becomes a strategic partner. Priorities often include reward and benefits, talent management, succession planning, organisational development, change management, workforce planning and specialist support for major projects such as restructures or acquisitions.

Focus: Use people strategy to drive organisational performance and long-term growth.

Growth creates new HR priorities

Every organisation's journey is different, but one principle remains consistent: HR needs evolve alongside the business. The people challenges facing a business with 15 employees are rarely the same as those facing a business with 150.

Businesses do not need every HR capability from day one. Instead, they need to ensure their people processes, expertise and support grow at a similar pace to the organisation itself. The most successful scaling businesses recognise HR not as a reactive function, but as an enabler of growth, helping them build strong cultures, capable leaders and engaged employees.

Good HR evolves alongside the business.



As organisations grow, the focus typically moves from compliance and foundational processes to leadership development, culture, workforce planning and strategic people initiatives. The businesses that scale most successfully are often those that invest in the right HR support at the right stage of their journey.

8. The specialist support a growing business may need

As businesses grow, their people challenges become more complex. While a strong HR generalist can provide valuable day-to-day support, no single individual is likely to be an expert in every area of HR.

This is why many organisations supplement their internal capability with specialist expertise as and when it is needed.

Common areas where specialist support can add value include:

Recruitment and executive search

Supporting high-volume recruitment, hard-to-fill vacancies and senior leadership appointments that are critical to future growth.

Employee relations and investigations

Providing expertise in grievances, disciplinary matters, investigations, misconduct allegations, whistleblowing concerns and complex employee cases.

Organisational change and restructuring

Supporting organisational design, restructures, change programmes and employee consultations to ensure change is managed effectively and compliantly.

Reward and benefits

Helping businesses develop fair, competitive and sustainable approaches to pay, benefits and career progression while maintaining control of employment costs. For many start-ups, this also includes developing incentive and loyalty programmes, such as bonus schemes, and benchmarking pay and benefits to ensure they are positioned appropriately in the market.

Learning and development

Building management and leadership capability, supporting succession planning and ensuring employees have the skills needed for the future.

HR systems and people analytics

Implementing HR technology, improving reporting and providing workforce insights that support better decision-making.

Employee engagement and culture

Measuring engagement, defining values, strengthening culture and creating a positive employee experience as the business scales.

Coaching and leadership development

Supporting leaders as they navigate growth, develop strategic capability and manage increasingly complex organisations.

TUPE, acquisitions and due diligence

Providing specialist support during acquisitions, TUPE transfers, organisational integration and workforce due diligence activities.

Most growing businesses do not need permanent expertise in all of these areas. Instead, many adopt a blended approach, combining internal HR capability with external specialists when specific challenges or projects arise.

The goal is not to build the largest HR function possible. It is to ensure the business has access to the right expertise at the right time, enabling leaders to manage risk, support growth and focus on running the business.

9. Common mistakes growing businesses make

Most growing businesses encounter people challenges at some stage. In our experience, the organisations that navigate growth most successfully are not necessarily those with the largest HR teams, but those that avoid a number of common and often avoidable mistakes.

Reactive rather than proactive HR

One of the biggest mistakes is waiting until a problem arises before seeking HR support. Grievances, tribunal claims, senior resignations and employee relations issues are often symptoms of problems that could have been addressed much earlier.



Effective HR isn't about fixing problems after they happen. It's about preventing them from happening in the first place.

Underestimating the complexity of people management

As businesses grow, people management becomes a specialist discipline. Common pitfalls include:

- Treating HR as an administrative task rather than a strategic function
- Assuming one HR professional can cover every specialist area
- Not understanding what “good HR” should look like for the organisation’s stage of growth
- Buying HR technology before designing effective people processes

Failing to create consistency

Growth can quickly expose inconsistencies across the business. Common examples include:

- Managers applying policies differently
- Inconsistent pay and promotion decisions
- Employee experiences varying between teams
- Policies that don't reflect how the business actually operates

Over time, these inconsistencies can impact culture, engagement and organisational risk.

Focusing on hiring instead of retention

Many organisations invest heavily in recruitment while giving less attention to employee development, engagement and retention. At the same time, manager capability is often overlooked despite its significant impact on employee experience.

Businesses that invest in both retention and leadership development are typically better positioned for sustainable growth.

Building for today, not tomorrow

Perhaps the most common mistake is creating people practices that solve immediate challenges without considering future growth. The most effective HR approaches are scalable and evolve alongside the organisation.



Successful businesses take a proactive approach to people management. They invest in strong foundations, develop managers, create consistency and seek support before challenges become significant problems. HR does not need to be complex, but it does need to grow with the business.

10. Building a flexible HR model

There is no single HR model that works for every growing business. The most effective approach is one that reflects your organisation's size, ambitions, challenges and stage of growth, while remaining flexible enough to evolve over time.

Rather than making decisions based solely on headcount, leaders should take a structured approach to assessing their current and future people needs.

A simple framework for building the right HR model

1. Understand the business plan and expected growth

Start by considering where the business is heading. Growth plans, expansion into new markets, acquisitions, increased recruitment activity or organisational change will all influence the type of HR support required.

2. Review current HR risks and capability

Assess what is working well and where gaps exist. Consider compliance, manager capability, employee relations, recruitment, retention and workforce planning.

3. Identify essential operational support

Determine the day-to-day HR activities that need to be delivered consistently, such as contracts, policies, payroll, recruitment support and employee relations advice.

4. Assess the level of strategic input required

Consider whether the business needs support with areas such as culture, organisational design, leadership development, workforce planning or reward strategy.

5. Identify any specialist or project needs

Review whether there are upcoming projects or challenges that require specialist expertise, such as restructuring, HR systems implementation, acquisitions, executive recruitment or employee engagement initiatives.

6. Decide what should sit internally and externally

Not every HR requirement needs to be delivered in-house. Many growing businesses benefit from a blended approach that combines internal capability with outsourced, fractional, interim or specialist support.

7. Review the model as the business evolves

HR requirements do not stand still. Regularly reviewing the effectiveness of your HR model ensures that support continues to align with the organisation's changing needs and future ambitions. Additionally, the company-wide structure and roles and responsibilities should be under regular review too.



The goal is not to build the largest HR function possible. It is to ensure the business has access to the right expertise, capacity and support at the right time. A flexible HR model enables organisations to scale confidently, respond to changing demands and invest in people support that grows alongside the business.

11. Conclusion: The right support for the next stage

There is no single HR model that suits every growing business. The right approach will depend on the organisation's growth ambitions, the complexity of its workforce, the capability of its leaders and the level of risk it is prepared to manage. For some businesses, this may mean access to on-demand HR expertise. For others, it may involve building an in-house function or adopting a blended approach as they scale.

Founders do not need to become HR experts. However, they do need a clear understanding of what good HR looks like and when specialist support is required. Having that awareness enables informed decisions about people, culture and organisational growth before challenges become barriers to success.

Most importantly, HR should not be viewed solely as an administrative or compliance function. Effective HR provides the foundations that allow businesses to attract, retain and develop talent, navigate change with confidence and scale sustainably. When aligned with business goals, HR becomes a powerful enabler of growth, helping organisations build the people capability needed to achieve their ambitions. Far from being simply an overhead, strategic HR creates measurable business value, turning people performance into improved organisational performance and stronger financial results.

12. How Hunter Adams supports growing businesses

As businesses grow, their HR requirements often evolve quickly. The challenge is finding the right level of support at the right time, without creating unnecessary cost or complexity. At Hunter Adams, we work with organisations at every stage of growth, providing flexible people solutions that can scale alongside the business.

Whether you need day-to-day HR support, specialist expertise for a strategic project or help building leadership capability, our consultants work as an extension of your team, providing practical, commercially focused advice tailored to your organisation's needs.

Our support includes:

- **Flexible outsourced HR** for businesses that need ongoing HR expertise without building a full in-house function.
- **Fractional and interim HR consultants** who can provide experienced leadership and hands-on support on a part-time, project-based or temporary basis.
- **HR consulting and strategic projects**, including organisational design, change management, acquisitions, restructures, reward, workforce planning and HR technology implementation.
- **HR recruitment and executive search** to help identify and secure the talent needed to support future growth.
- **Manager and leadership development** programmes that equip leaders with the skills and confidence to manage people effectively.
- **Employee engagement solutions** that help organisations understand employee experience, improve culture and retain talent.
- **Coaching and mentoring** to support leaders as they navigate growth, change and increasing organisational complexity.

No two growing businesses are the same, which is why we focus on delivering support that reflects your ambitions, challenges and stage of growth.

Ready to future-proof your people strategy?

If you're unsure whether your current HR approach will support the next phase of growth, now is the perfect time to take stock.

Arrange an initial conversation or HR support review with Hunter Adams to assess your current people challenges, identify potential risks and explore the support your business may need over the coming months and years.

The right HR support doesn't just help your business manage growth. It helps you achieve it.



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