

PEOPLE & PERFORMANCE SNAPSHOT

A diagnostic tool that identifies where performance, accountability, and retention may be holding your business back– and what to prioritize first

DISCOVERY: Understand business goals and pain points

Includes 60-minute executive conversation and review of:

- Growth goals
- Current org structure
- Known leadership or performance challenges
- Areas of friction or turnover

TARGETED INSIGHT GATHERING: Validate patterns beneath the surface

May include:

- Short leadership pulse survey (if appropriate)
- Select manager conversations
- Focus areas assessed:
 - Clarity of expectations
 - Consistency of accountability
 - Leadership habits and capability
 - Performance management practices
 - Early signs of retention risk

Outcome:

- Identification of gaps between intention and execution

PRIORITIES AND DEBRIEF: 3-5 priority risks and 90-day direction

- Share 3-5 priority risks impacting performance or retention (and why they matter)
- Develop clear 90-day direction

Deliverable:

- Executive summary + prioritized roadmap

INVESTMENT:

Starts at \$999 (can be credited toward larger engagement if applicable)

ABOUT INFLUENCEHR CONSULTING



InfluenceHR Consulting partners with small and mid-sized businesses to strengthen retention, performance, and accountability. Led by Leslie Speas, a senior HR leader with 30 years of experience, advanced credentials, and deep cross-industry expertise, the firm brings practical, strategic solutions that help organizations grow and thrive. Leslie also serves as a District Director for NC SHRM, reflecting her commitment to elevating the HR profession.



Leslie Speas