

# **BOSTON HUMAN CAPITAL PARTNERS**

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## **Services Overview**



**A company's greatest asset is its people**



## BostonHCP Services

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BostonHCP is an innovative management consulting firm that focuses on talent acquisition and HR services for hi-tech and biotech startups. Our secret to creating success for our clients is to fully understand their businesses. Our ability to break down and capture our clients' businesses and cultures has enabled us to build highly functional teams for renowned startups and high-growth companies.

## Talent Acquisition Management Services

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- We manage the development of your recruiting strategy from inception to hire.
- We build a pitch and a target list of companies to actively source passive candidates.
- We manage these candidates through this process, taking the care and feeding of top talent off the hands of the hiring manager.
- We are driven by strategy and outcomes, not a fixed, predetermined set of requisitions to fill.
- We respect the unique strategic, operational, and cultural setting of each client organization

## Our Approach

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- An “insourced” approach- we provide an embedded resource partnered with our clients to understand their business
- Managing the ebbs and flows of growth cycles
- Knowledge sharing in a collaborative environment
- Shared tools and technology for optimum results
- Standard process and methodology
- Engagement manager overseeing the relationship

## Executive Search

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We view Retained Executive search as broken. That coin-operated model creates a conflict between what is the right for the company and the search firm. We apply the same hourly model for our clients to ensure that the control is placed with them where we can keep their best interest in mind.



## HR Services

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Navigating the intricate landscape of HR can be one of the most challenging things for founding executive teams. HR is continuously evolving putting added stress on early-stage companies, particularly when it involves legal compliance. While it can feel overwhelming, it really doesn't have to be.

BostonHCP can address HR needs early, so we can contribute to the long-term success of our clients. We know that establishing effective HR practices creates a solid foundation for growth for overall organizational success.

### Compliance & Legalities

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Having HR expertise ensures that the company follows legal requirements related to employment contracts, benefits, workplace safety, and more reducing the risk of legal complications

### Performance Management

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Establishing a framework for evaluating employee performance helps in setting expectations providing feedback, facilitating growth. Our HR services can help design a performance evaluation process that aligns with a company's goals

### Benefits & Compensation

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Even in the early stages, startups need to understand the competitive landscape as it comes to compensation packages and benefits to attract and retain talent. We can help design and manage these packages while considering a company's financial constraints.

### Core Values for Optimal Cultures

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Establishing strong values is the bedrock for any company. When done well, it will become the basis for a crystal-clear culture that will help attract and retain employees.



## Own Your Culture Workshop

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### Would you rehire everyone on your team?

The goal of this workshop is to identify, refine, and align the core values of the founders and executive teams. Through this, we ensure these values are not only reflective of the company's mission but also act as guiding principles for hiring, creating a cohesive culture, and improving overall company performance.

#### Workshop Objectives:

- 1. Identify True Core Principles**  
Determine the values that resonate most deeply with the founders and executive team, while considering the evolving mission of the company.
- 2. Establish Actionable Standards**  
Refine existing values into actionable principles that can guide decision-making, set expectations, and provide clear metrics to hire and fire to.
- 3. Develop a Common Language**  
Create a shared vocabulary around the values to enhance communication and alignment among team members.
- 4. Align Values with the Mission**  
Ensure values reflect and reinforce the company's mission and vision, building a strong cultural foundation.
- 5. Create Your Competitive Advantage**  
Your company's greatest and most costly asset is its people. The more dialed in your team is the less friction you will experience day-to-day, which will improve performance and your ability to out execute your competition.

A small set of essential and timeless guiding principles

3 - 7 is the rule of thumb; less is more

They are what defines your culture

No two companies are the same

They are differentiators; not meant to inspire to a broader audience

They attract people as well as turn them away