

Don't Hire HR. Create a Different People & Culture Advantage.

Early stage businesses don't need traditional HR capabilities and leadership roles. But, they do need to get people & culture right. Our fractional HR leaders work alongside founders to help them execute faster and avoid missteps.

The Founder's Paradox

50% of your time will be spent on people issues as your business scales, but "HR" feels bureaucratic, slow, and expensive. You know your success depends on hiring and keeping great talent, but your team lacks the time, resources, and expertise to build a people strategy that powers growth.

Don't let people problems become business problems with missed KPIs, team churn, legal risk, and founder burnout. **The most successful founders know you can't postpone an intentional approach to people and culture. They get flexible expertise and support when and where it matters most.**

Our Solution

Our fractional HR model offers early-stage companies a way to build the intentional people practices they need to scale, without the overhead of a full-time team or risk of going without help:

- **Speed & Flexibility:** We ramp fast, become fully embedded in your company, and adjust as needs and priorities evolve.
- **Trusted Guidance:** We are seasoned practitioners who provide you expertise and coaching when it matters most.
- **Scalable Approach:** We help you lead through growth and build structures and processes that scale.

Whether you need help making your first key hires, managing growing teams, or transmitting culture, FXG brings flexible, embedded HR leadership built for early-stage realities.

Client Case Study

We partnered with an early-stage biotech company to develop a comprehensive and sustainable approach to People and Culture to help fuel their growth.

The Situation

After completing a successful fundraise, the firm needed help to prepare for headcount growth. People processes were in place, but the firm needed help to develop an approach that would scale with the business.

Our Approach

We supported existing people processes while completing a 150-point assessment to identify people risks and opportunities. We developed a roadmap to prioritize and guide initiatives to support growth.

Driving Value

We implemented tools and processes to drive a performance culture, optimized utilization of HR technology, and trained managers to lead their growing teams.

How We Partner With You

Our experienced HR leaders embed alongside founders and leadership teams.

- **Execution:** We're not consultants telling you what to do - we get the work done.
- **Strategic Perspective:** We help you think long term, so you can optimize your approach.
- **Coaching:** We help you become a great People leader - not just a great Product or Sales leader.

"FXG has been outstanding in helping us manage our HR needs. They're not only knowledgeable but also incredibly easy to work with, making them a trusted partner in supporting our people and our mission."

Ted Marshall | Managing Partner, Aqua IT

Moments That Matter

Making Your First Key Hires

We help you define roles and selection criteria to avoid costly hiring mistakes.

Managing Contractors and Vendors

We help you rightsize and manage your bench of external partners more effectively.

Guiding Cultural Transmission

We help you articulate and share your values and culture as your team grows.

Planning for Growth & Scale

We help you build people strategy that grows with you, so you don't have to rebuild at your next raise.

Navigating Key Decisions

We help you manage the people impact of critical business decisions that have long-term impact.

Creating a Performance Based Culture

Before a full performance review system, we help you embed a culture based on outputs and performance.

Communicating With Employees & Stakeholders

We are communication experts and can coach you through engaging any stakeholder.

Designing Your Employee Benefits & Perks

We design benefits programs that scale with you and take care of your employees.

Mitigating Legal Risk & Exposure

While we're not lawyers, we will help you understand how to protect yourself.