COOPER PEOPLE GROUP
ENRICHING THE WORLD OF WORK

10 Signs It's Time for a Fractional HR Partner

If your business is growing but your people strategy is reactive, you may not need a full-time HR hire yet - but you do need experienced support. **Here are 10 signs it's time for fractional HR.**



01 **Hiring feels inconsistent or reactive.**
Every role is filled differently, and there's no clear process or ownership.



02 **Managers are managing, but not leading.**
Strong individual contributors were promoted, but leadership skills aren't keeping up.



03 **HR issues keep landing on leadership's plate.**
Employee concerns, conflicts, and decisions are pulling founders and executives out of their lane.



04 **You're not ready for a six-figure HR hire.**
You need strategic support, but not at full-time cost or capacity.



05 **Turnover is creeping up (and you're not sure why).**
People are leaving, but there's no clear data, feedback loop, or plan to fix it.



06 **There's no real performance management system.**
Expectations are unclear, feedback is inconsistent, and accountability is uneven.



07 **Onboarding is hit-or-miss.**
New hires aren't ramping consistently, and early experiences vary by manager.



08 **Compliance feels like a risk (or an afterthought).**
Policies, documentation, and practices aren't keeping up with growth.



09 **Your culture is forming by default, not by design.**
Values, behaviors, and expectations aren't clearly defined or reinforced.



10 **You know a robust people function matters, but don't know where to start.**
There's awareness of the need, but no clear roadmap or internal ownership.

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