



## Accelerating - For Start-ups and Scale-ups

Implementing tailored talent strategies can significantly drive impact, ensuring a strong start and focused scaling by leveraging key talent growth levers. Whether you're a small start-up or a rapidly growing scale-up, we help shape your talent management approach to meet your specific growth challenges.

### For Start-ups: Building Foundations for Success

You're still small but growing quickly—it's time to think about your talent and people agenda. While it may not yet look like a comprehensive strategy, it needs to enable your leaps forward:

- **People & Talent Focus:** How to align your people strategy with business goals, including preparing for the next round of growth.
- **Challenges Ahead:** Identifying upcoming milestones, challenges, and evolving organizational needs.
- **Invest in What Really Matters:** Understand the organizational “levers” that will have the biggest impact in your early stages, such as culture, management, employee engagement, and organizational design.

### For Scale-ups: Preparing for Exponential Growth

As you grow rapidly, your talent needs will evolve significantly. Scaling from hundreds to thousands of employees requires a clear strategy to ensure sustainable growth.

- **Plan for Growth:** Develop a talent strategy that supports exponential scaling, ensuring you have the right talent in place for your next phase.
- **Build Fit-for-Purpose Processes:** As your team grows, we help you restructure talent management processes to meet your evolving needs.
- **Restructure for Agility:** Adapt your organization to be flexible yet structured, ready to handle the complexities of a growing workforce.

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### Our Approach: Tailored Solutions to Fit Your Growth

We work with start-ups and scale-ups, fully understanding their unique needs. Our practices are agile, modular, and tailored to your requirements, allowing us to start small and scale as needed. When we can help, you'll have a clear understanding of the expected outcomes. Where we don't specialize, we partner with experts to provide additional support.

**Get in touch. Learn more. Make your choice.**

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