



People Infrastructure Blueprint

A strategic HR architecture engagement for growing companies

Growing companies eventually reach a point where their people systems stop keeping up with the business.

The team grows. Roles evolve. Managers stretch into leadership.

Decisions that used to feel simple start carrying more weight.

Hiring becomes inconsistent. Communication gets fuzzy.

Policies and practices lag behind how the organization is actually operating.

And leadership starts to feel it.

HR takes more time and attention than it should. The same issues keep resurfacing.

And there's a question lurking in the background:

“Do we need real HR leadership?”

That's exactly where the **People Infrastructure Blueprint** begins.

This engagement gives leadership teams a clear understanding of the people infrastructure their organization needs for the next stage of growth.

Not generic HR advice.

Not a compliance-only audit.

A practical architectural plan for how the people side of the business should operate moving forward.

The Purpose of This Work

Most HR challenges inside growing companies aren't caused by bad intentions or poor leadership.

They happen because the business has grown faster than the structure around it.

Processes evolve informally.

Managers do their best without clear frameworks.

And HR decisions start getting made reactively instead of intentionally.

The **People Infrastructure Blueprint** creates the space to step back, look at the full picture, and design the right structure for the organization moving forward.

This work answers three essential questions:

- What's actually happening inside our HR environment today?
- What people infrastructure do we truly need for our next stage of growth?
- What should we address now, and what can wait?

Clarity around those questions changes everything.

The Framework Behind the Blueprint

This engagement evaluates the organization through six core areas of people infrastructure.

Each pillar influences how employees experience the business and how effectively leadership can operate.

HR Infrastructure & Compliance

The structural foundation that protects both the organization and its employees.

We review:

- employment classifications and documentation
 - policy framework
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- compliance exposure
- documentation and decision practices
- risk management processes

The goal isn't corporate bureaucracy.

It's ensuring the business has the foundational structure required to grow responsibly.

Workforce Structure & Role Clarity

As companies grow, responsibilities often blur.

This pillar looks at how work is structured across the organization, including:

- role clarity and expectations
- reporting relationships
- accountability and decision authority
- workload distribution

Clear structure reduces confusion and strengthens leadership accountability.

Hiring & Onboarding Systems

How people enter the organization shapes both performance and culture.

This pillar evaluates:

- recruiting practices
- candidate evaluation methods
- onboarding structure
- early performance expectations

The goal is a hiring system that consistently brings the right people into the business and sets them up to succeed.

Leadership & Manager Capability

Many organizations grow faster than their managers develop.

This pillar examines:

- leadership expectations
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- manager decision-making
- performance conversations
- accountability practices
- support structures for managers

Strong leadership systems create stability across the entire organization.

Communication & Employee Experience

Culture shows up in the daily experience employees have at work.

This pillar reviews:

- communication practices across the organization
- feedback channels
- recurring friction points
- alignment between leadership intent and employee experience

Rather than treating culture as a separate initiative, this work ensures the systems of the organization support the culture leadership wants to create.

HR Systems & Operational Workflows

Technology and workflows determine how efficiently HR functions inside the business.

This pillar looks at:

- HR technology and tools
- payroll and benefits workflows
- documentation processes
- operational handoffs between leaders and HR

The objective is to ensure the organization has systems that support growth instead of slowing it down.

What You Leave With

At the conclusion of the engagement, your leadership team receives a **People Infrastructure Blueprint** that outlines:

- the current state of HR inside the organization
- key infrastructure gaps and risk areas
- the systems needed for your next stage of growth
- a clear prioritization of what to address first, second, and later
- leadership practices that will support a stronger employee experience

This document becomes a practical roadmap for building the people infrastructure your organization needs.

Not theory.

A working plan leadership can actually use.

How the Engagement Works

This engagement typically runs **4–6 weeks**.

Weeks 1–2 – Assessment

We review the current HR environment and speak with key leaders to understand how the organization is operating today.

Weeks 3–4 – Infrastructure Design

We design the people infrastructure that will support the next stage of growth.

Weeks 5–6 – Blueprint Delivery

You receive your written People Infrastructure Blueprint along with a clear implementation roadmap.

What's Included

- Leadership working sessions
 - Organizational infrastructure assessment
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- Leadership interviews
 - Session recordings
 - A written People Infrastructure Blueprint
 - Implementation roadmap and prioritization
 - Follow-up strategy session
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Investment

People Infrastructure Blueprint engagements typically range from **\$6,500–\$12,000**, depending on company size and organizational complexity.

If we decide to move forward with a fractional HR leadership engagement afterward, this investment is applied toward the first phase of that work.

When This Work Is the Right Fit

The People Infrastructure Blueprint works best for companies who:

- are experiencing steady growth
- feel increasing strain in their people systems
- want stronger structure around leadership and HR decisions
- are considering fractional HR leadership but want clarity first

Sometimes this engagement naturally leads to an ongoing fractional HR partnership.

Sometimes the internal team implements the Blueprint independently.

Both outcomes are a success.

One Last Thing

Most owners, founders and leadership teams know when the organization has outgrown its informal HR systems.

They feel it in the friction. Everything feels harder. More time is spent “figuring it out”.

The People Infrastructure Blueprint simply creates the clarity needed to address it.

Why Join the Waitlist?

To maintain the executive-level quality of my work, I only accept **two new Blueprint engagements per month**.

By joining the waitlist, you aren't just "signing up for an email." You are securing your spot in line for my next available engagement window.

While you wait, you'll receive my bi-weekly **Founders' HR Briefing** email- straight-talk strategies on culture, leadership, and scale that I don't share anywhere else.

[Click here to secure your spot](#)

Looking forward to seeing you on the inside!

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[Meet & Greet calls are always welcome!](#)