

shilo.
people

The Leaders
in on-demand
HR Talent.

Drive business performance through people

Resourcing

Capacity and bandwidth for your people function or operations team.

Scale-up OR down

Ensure you have the right people in the right roles to grow or transform your business.

Start-Up

Short-term, needs based approach to putting foundational people practices in place.

Projects

Deliver projects on time and on budget with world class "People" people.

On-demand People Talent to support your business

shilo. supports your business with "People" people



Save Time & Money

Save you time and money so you can focus on the things you really need to.

- ✓ No new fads; just the stuff you need
- ✓ No ongoing or permanent fixed costs
- ✓ No excessive consultancy fees
- ✓ Expert consultants already vetted; no recruitment



Backed by Wisdom & Experience

Supplement your team with world class People talent backed by executive People expertise.

- ✓ Generalist and specialist expertise across all people and talent domains
- ✓ Ongoing support to you and shilo.consultants
- ✓ Professional development including mentoring and coaching for all shilo.consultants



Drive Performance & Change

Build the culture you need to thrive.

- ✓ Up to date thinking on the latest trends
- ✓ The right capability to drive business outcomes
- ✓ People solutions driving the greatest impact
- ✓ Equip your leaders and teams with the skills they need for the future

“ At shilo, we want to make it as easy as possible for you to do business. I strongly believe the HR profession should drive a much greater impact than it has, but often lacks the commercial understanding. So it was time to do something about it. We bring together the best people talent who understand your business AND people. ”

ilona charles, ceo and co-founder | shilo.

shilo. does the hard work for you

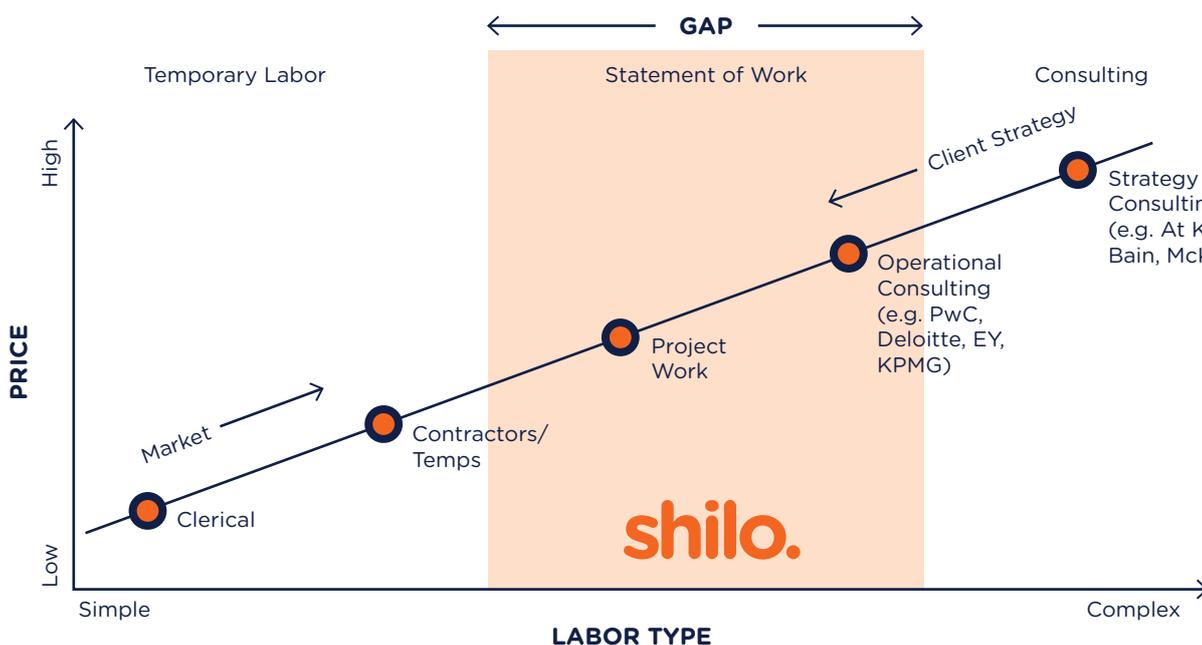
| | Permanent Hire | Contractor/Consultant | shilo. Consultant |
|-------------------|---|--|---|
| Time to fill role | 6-12 weeks | 4-12 weeks | 48-72 hours |
| Time investment | 10+ hours | 5+ hours | 1-3 hours |
| Cost | Fixed cost + super + on-costs + recruitment placement fee | Variable cost Fixed rate + recruitment placement fee | Flexible cost Flexible resourcing options to meet your budget |

shilo. business model

The shilo. business model is unique in the Australian market. This business model is not new, the legal and IT professions have been utilising it for years. At shilo. we provide a compelling alternative to the top tier consulting firms, recruitment agencies, and direct contractor markets. All shilo. consultants have been through our extensive recruitment process ensuring they are aligned to our brand of HR. We fundamentally believe the HR function can have more impact if it has

the right capability at the right time. shilo. seconds our carefully matched consultant to you, ensuring you have the right people when you need them most. All of this without the high costs, without the headaches and with the full support of the shilo. team along the way.

The graphic below illustrates the shilo. business model and how our shilo. consultants can best support you with your people requirements.



The future is people

shilo. in action

Company cx.

Company cx. is a new company backed by private equity. They acquired 13 companies and are now the single largest Australian provider of their services. They appointed a Chief People Officer as their business is growing incredibly quickly through acquisition and organically. They are already operating in global jurisdictions.

The CPO contacted **shilo**. She was in urgent need of support to align and harmonise all people practices, policies, payroll and employment terms and conditions across all entities within 4-6 months.

shilo. presented one of their most senior consultants and within 24 hours of first contact, the **shilo**. consultant had a one hour meeting, and started at Company cx. within the week.

Company F.

Company F. is a tech. start-up that grew rapidly in its first 2 years of operation, growing from 5 employees to 35 and \$500m in revenues. Initially they employed Sam, an HR Graduate who was great at developing policies and putting some rigour into key people processes.

Sam was working hard and was a good performer but just didn't have the strategic capability to support the CEO or executive team to take the company to their next level of growth.

Company F. didn't know what HR capability they needed and most of the business advisors and mentors didn't feel HR added much value. They also didn't want to pay the big bucks for a strategic HR person who wouldn't get their hands dirty.

Company F. found **shilo**. The team at **shilo**. were able to assess their needs and provide them with a senior consultant for 3 months who could develop the people strategy. The focus was on leader capability, culture and talent. Sam stayed on part time to manage the day to day and the shilo.consultant helped work through the ongoing HR needs. **shilo**. continued to provide expertise at critical points in time for Company F. without the ongoing fixed costs.

who is shilo.?



ilona charles and sharna peters

Sharna & Ilona have both created their own businesses and are the co-founders of shilo. They understand first hand the high's and low's of creating a start-up and surviving and thriving in the corporate world.

Ilona is an experienced executive with 10+ years in Chief People Officer roles and 20+ years experience in human resources, transformation and change across multiple industries and organisations of all sizes. Ilona works with CEO's, Founders, Executives and Boards and has a particular passion for fast growth, scaling businesses.

Sharna is a senior Human Resources professional with 20+ years experience in both specialist and generalist HR roles and has experience in implementing large scale change and transformation initiatives both within HR and the Business. She has a passion for projects relating to the future of work and understands the skills and capabilities needed for the future.

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