

SCALE.

by shilo™

Grow rapidly with
confidence.



START
CREATE
ADAPT
LEVERAGE
EVOLVE

SCALE. by shilo.

What we do

Supporting you in your growth journey, from startup to scaleup and beyond.

We provide pragmatic, fit for purpose human resources solutions for ambitious businesses like yours.

We have the experience, empathy, and drive to help you scale your business rapidly. Free up your time to focus on the growth of your business and eliminate unforeseen problems down the road.

We partner and grow with you.

At SCALE. by shilo. we have developed a unique approach just for startups and scaleups. We know your needs are different. Each step aligns to your growth journey (including funding cycles and employee growth). We partner with you to ensure your pain points are addressed and solutions are tailored to your specific needs.

Get the foundations right

Unlock your potential



- ✓ Getting and keeping talent
- ✓ Meeting legal and regulatory requirements
- ✓ Setting clear expectations and getting role clarity
- ✓ Leading and managing people day to day

- ✓ Growing and keeping talent
- ✓ Being deliberate about the culture you have and want
- ✓ Building leader of leaders' capability
- ✓ Coaching for performance
- ✓ Going global
- ✓ Building your executive team
- ✓ Founder transition to CEO or Exit

Experience the SCALE. difference. Get in touch with us today!

Our SCALE. Services

How we do it

We understand your challenges and we provide the right HR support at the right time for your growing organisation.

You may know what you need, or you may not. We take the time to understand your concerns then recommend the best HR services and solutions for you.

- Step 1.** We partner with you to understand what you already have in place, identify your pain points, and review any gaps.
- Step 2.** From this, we work with you to understand your short-term and long-term ambitions and develop a 90-day plan to address key priority areas. This plan includes a timeline focusing on 'must-haves' and 'nice-to-haves'.
- Step 3.** Together, we agree on the best delivery model for you at this stage of your growth journey. We will be guided by the outcomes of steps 1 and 2, as well as considering resourcing constraints and affordability.

It's that easy!

We provide you with cost-effective and flexible HR solutions. Our core delivery options include:

- **HR Subscriptions:** A month-to-month service suitable for ad-hoc and infrequent HR requirements, available when you need them.
- **HR On-Demand:** A short to medium-term engagement where our consultant is embedded into your team.
- **HR Consulting:** A defined project scope with clear deliverables and outcomes to be delivered within a specified timeframe.



FSG Geotechnics + Foundations

Customer Story



The Challenge

FSG, a leading geotechnical consulting practice, faced the challenge of ensuring its HR policies and procedures were fully compliant with industry regulations. Additionally, they aimed to implement several key people initiatives but lacked the necessary HR guidance.

Operating in a highly regulated industry, FSG needed well-defined structures to support its employees. The dilemma they faced was finding expert HR support that was flexible, scalable, and cost-effective, without the need of hiring a full-time HR person.

The Solution

FSG's founder, Ben, discovered SCALE. by shilo. through a referral. SCALE.'s unique approach and understanding of FSG's challenges made for a perfect fit.

SCALE.'s consultant conducted an in-depth audit of FSG's HR policies, procedures, and processes. This comprehensive analysis identified prioritising key policies for implementation and highlighted compliance gaps that needed attention. SCALE.'s consultant provided an overview of the legal framework, recommendations, and supported the end-to-end implementation process.

SCALE.'s HR Subscription offering ensured FSG the flexibility to access expert advice precisely when required.

The Results

Partnering with SCALE. brought transformative results to FSG. They attained peace of mind and assured that their HR practices were compliant and aligned with industry regulations. It also significantly reduced the burden on FSG's management team, who had taken on aspects of HR management by necessity, saving them valuable time.

SCALE.'s timely and expert support proved invaluable during legislative changes, such as the Fair Work Amendments and the introduction of the Psychological Health Regulations in Victoria. This proactive approach enabled FSG to swiftly adapt, showcasing its commitment to legal compliance and employee well-being.

SCALE.'s tailored, pragmatic, and flexible HR solutions not only resolved FSG's immediate challenges but also established a robust foundation for future growth and compliance needs.



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