

Human Capital Advisory

We are the premier HR advisory practice exclusively focused on cannabis. We help cannabis companies improve their human capital processes, such as compliance, performance management, retention, compensation design, and more.

Our simple, sustainable solutions address short-term needs while planning for long-term sustainability and growth. The outcome is a culture and business prepared for a successful trajectory.

INCEPTION STAGE

FOUNDATIONAL

- "HR in a Box"
- HR Systems Architecture
- **Benefits Administration**
- Employee Handbook
- **Job Descriptions**
- Employee Relations
- **DEI Guidance**
- Employee Communications



We make sure that new businesses are equipped with the fundamental tools to centralize all policies and procedures for human resources.

GROWTH STAGE

ROCKET SHIP

- Goal & Competency Planning
- **Organization & Workforce Planning**
- Strategic Recruitment
- **Compensation Planning**
- People Budget Forecast
- **Total Rewards Enrichment**
- Talent & Performance Management
- **Spans of Control & Layers**



We help companies evolve by making improvements in areas like employee development and growth, workforce planning and analytics, and employee growth.

EVOLUTION STAGE

REINVENTION

- Retention Risk Assessment
- **Employee Engagement Survey**
- Performance Calibration
- **Succession Planning**
- Long-term Incentives/Perks
- **Career Development**
- Training & Development
- **Workforce Analytics**



We balance and propel employers through employee and management self-services that maximize human capital with practical solutions.