

Verification to delivery: strengthening leadership and people practice

As Includability's Verification Partner, we help organisations evidence their commitment through strong leadership, sound governance, and effective people practices.

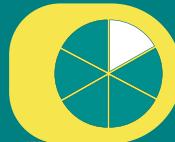


Will Cleare

Principal Consultant



Leadership & Governance
Reviews



Fractional HR Expertise



HR Provision Reviews

The **HR** Agency

People on purpose.



Leadership & Governance Reviews

10% discount for
Includability Committed Employers

Tier 1: Foundation Review

Purpose: A high-level independent assessment of leadership and governance conditions that enable inclusive, purposeful organisations to thrive.

Who it's for: Smaller organisations or those early in their leadership maturity journey.

Includes:

- Pre-call document review (vision/mission/values, organisational chart, board composition, one additional people-related artifact)
- 45-minute structured Leadership & Governance Conditions call
- Leadership & Governance Conditions Scorecard
- Full report including scores, narrative insight and 3–5 prioritised recommendations
- Optional 30-minute read-out session

Tier 2: Enhanced Diagnostic

Purpose: A deeper, multi-leader assessment of leadership alignment, governance coherence and systemic enablers.

Who it's for: Mid-sized organisations or those experiencing leadership friction, growth transitions or performance challenges.

Includes:

- Review of key documents (VMOSt, governance framework, people strategy)
- Up to 5 leader interviews (60 minutes each)
- Thematic analysis across leadership behaviour, governance practices and culture signals
- Detailed diagnostic insight report
- 30/60/90-day improvement roadmap

Tier 3: Full Review & Progress Checks

Purpose: A comprehensive, scored assessment with built-in progress tracking to embed governance discipline and leadership effectiveness over time.

Who it's for: Larger or more complex organisations, or those seeking measurable progress over time.

Includes:

- Review of core governance, people and performance artefacts
- Up to 10 leader interviews
- Full scoring across leadership, governance and enabling conditions
- Comprehensive diagnostic report
- 6-month and 12-month progress reviews
- Follow-up recommendations and improvement tracking



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Fractional HR Expertise

10% discount for
Includability Committed Employers

Why fractional HR support?

- No expensive recruitment fees
- Flexible to suit your needs - from 0.5 days to 10 days per month with no minimum contract
- Highly experienced, wide-ranging expertise for a fraction of the cost
- Holistic solutions to improve the health of your organisation

Strategic

Improving the sustainability of your business, starts with strategy:

Where are you playing?

Who are you playing with?

Who are you playing against?

How are you going to play?

Who do you need on your team?

As part of your leadership team we help define your Golden Thread and ensure it runs through everything you do, guiding operational decisions and acitivity.

Operational

Operating a successful organisation requires experienced and inspirational leaders, and competent management working together to create an environment where all employees are engaged and comfortable to be themselves and deliver great work for your organisation.

We work with you and your team to get the right people, in the right roles doing the right things for your organisation.

How we do that is necessarily unique to your organisation.

Foundational

Your organisation needs solid foundations and those foundations need checking on a regular basis.

We provide expertise across the employee lifecycle :

attraction; recruitment; onboarding; reward and recognition; employee relations; performance management; change programmes; off-boarding and more.

We implement the basics and together we can improve the capability and sustainability of your organisation

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HR Provision Review

10% discount for
Includability Committed Employers

Independent, objective HR reviews that reveal risks, strengthen compliance and give you a clear action plan FAST.

Tier 1 Focus Review

What?

Review of one HR priority area (e.g. onboarding, ER, performance).

How?

We assess risks, gaps and inconsistencies, then give you clear, practical fixes.

Why?

Immediate clarity and quick improvements with minimal time investment.

Tier 2 Multi-Area Review

What?

Review of up to three HR areas of your choice for a joined-up perspective.

How?

We analyse how each area interacts, highlight root causes and prioritise actions.

Why?

Better consistency, reduced risk, and a clear plan for strengthening people operations.

Tier 3 Full HR Healthcheck

What?

Comprehensive review of your entire HR provision.

How?

We map strengths, risks and opportunities, then build a tailored 12-month roadmap.

Why?

Confidence that HR is fully aligned to growth plans, with clear direction and no blind spots.



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The HR AgencyTM
People on purpose.