

HR THAT MEANS BUSINESS

Humming Bee INC.

Humming Bee helps growing organizations get the most from their people. From recruiting, job design and compensation to employment contracts, policy, leadership coaching, engagement, training, communication, HRIS and organizational change, we support the full employee lifecycle and the people systems that help a business run well. We act as your HR department on demand: a full team of specialists, for as much or as little support as you need, for a similar investment to one in-house hire.

HR AND BEYOND

GROWING BUSINESSES CAN OUTGROW THE WAY THEY MANAGE PEOPLE LONG BEFORE THEY OUTGROW THEIR AMBITION

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We help organizations become better at the business of people. Humming Bee partners with growing organizations to optimize the people side of business, from leadership and coaching to organizational design, recruiting, compensation, performance, HR systems, culture, and complex people issues. We bring deep HR expertise, business acumen, and practical experience, because people decisions are business decisions.

You don't need to reinvent your organization to make it better. We listen across your organization, discover what is already working, and understand before we recommend. Then we build the clarity, capability, and accountability that help your business perform at its best while keeping what makes it yours. The result is a stronger organization where people know what they are responsible for, leaders can lead, and the business is set up to grow.



YOUR HR DEPARTMENT, ON DEMAND

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A Full Team for the Investment of One

Hiring a single in-house HR professional means relying on one person's skills, schedule, and availability. For a similar investment, Humming Bee gives you a full team of specialists in HR strategy, recruiting, compensation, contracts and policy, HRIS, coaching, and employee relations. You gain senior-level expertise across every area, without the added costs of salaries, benefits, recruitment, or turnover.

The Right Expert for Every Need

Each priority is matched with the specialist best suited to it, whether that is a compensation review, a complex employee relations matter, a new policy, or a leadership search. You receive deeper expertise and timely results, with one clear point of contact who coordinates the work and keeps you informed every step of the way.

Flexible Support That Grows With You

Use as much or as little support as you need. Our help scales up during busy seasons, major projects, and periods of change, and scales back when things are steady. Monthly packages and hourly options give you predictable costs and the flexibility to focus support where it matters most.

Deep Expertise Without the Corporate Distance

Whether you have an internal HR person or none at all, we work as an extension of your team. We listen first and understand before we recommend, so nothing is cookie-cutter. We give honest, experienced advice, then help you build the systems yourself, support implementation, or do the work alongside you.

BUILDING OPERATIONAL STRENGTH

Humming Bee INC.

Recruiting That Reduces Disruption
Hiring takes time your leaders don't always have. We handle the screening, interviews, and candidate communication so your team can stay focused on the work. We find strong, qualified people for part-time, full-time, and contract roles, and we support seasonal hiring, specialized roles, and early workforce planning. Hourly and flat-rate options keep recruiting affordable and predictable.

Role Clarity and Organizational Structure
When people know what they are responsible for, accountability follows. We develop job descriptions, reporting lines, and accountability frameworks that remove the guesswork and support consistent decisions. The result is smoother onboarding, lower turnover, and leaders who can manage performance with confidence.

HRIS Implementation and Process Automation
Good systems give your people time back. We help you choose and set up the right Human Resources Information System (HRIS) and automate the processes that eat up administrative time. We guide set-up and configuration and build practical workflows that cut manual work and reduce errors, so you get cleaner, reliable data and more time for the work that matters.

Grant Identification and Cost Savings
There is often funding available that organizations don't know about. We find grants, wage subsidies, and training programs that match your hiring and development plans, and help you use them well to lower costs and build capability across your organization.



COMPENSATION & PAY EQUITY

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Compensation and Pay Equity

Pay is one of the clearest signals of how much you value your people. We review internal equity, market alignment, and pay structures so your compensation is fair, competitive, and grounded in the realities of your business. Strong internal equity supports fairness, reduces legal risk, and gives leaders confidence when making pay decisions for new hires, promotions, and evolving roles.
As organizations grow, roles often become broader, more complex, or blended across functions. We help assess these roles thoughtfully, creating clear salary ranges and decision frameworks that reflect scope, contribution, and market context.

We also help leaders recognise and reward strong performance, with bonus and incentive approaches built around your business goals, not a one-size-fits-all model. This structure allows leaders to move quickly, communicate decisions clearly, and maintain consistency over time. We keep related policies current with legislation, so your pay practices continue to support where your organization is headed.

CONTRACTS & POLICY DEVELOPMENT

Humming Bee INC.

Employment Contracts and Agreements
Clear, well-written agreements set expectations from the very first day. We prepare first drafts of employment agreements, offer letters, independent contractor agreements, and termination letters that reflect provincial employment standards and your business needs. Each draft gives your legal counsel a strong, ready-to-review starting point, saving time and legal costs.

Policy Review and Development
Strong policies create consistency and confidence. We review existing policies and handbooks, update them to reflect current legislation, and develop new policies that fit how your organization works, from vacation and remote work to respectful workplace and performance management. Every policy is written in clear, practical language that leaders can apply and employees can understand.



Practical Tools for Leaders
We also create the everyday documents that support consistent, fair people management, including performance improvement plans, return-to-work and communication agreements, investigation reports, and employee notices. Each one is tailored to your organization and designed to reflect your brand.

Every contract we draft is prepared for final review by your legal counsel.

CULTURE, ENGAGEMENT & ORGANIZATIONAL HEALTH

Humming Bee INC.

Workforce Changes and Terminations

Whether an organization is growing or reducing its workforce, clear structure and steady guidance are essential. We support leaders through staffing transitions, including performance-based exits, role eliminations, restructuring, and departmental changes. Our approach ensures fairness, consistency, and compliance while supporting the dignity of everyone involved. We provide leaders with scripts, documentation, communication planning, and post-exit processes so transitions are handled professionally and confidently.

Leadership Reviews and Engagement Surveys

Strong organizations identify trends early. We conduct in-depth leadership reviews and engagement surveys to understand what is working, what needs attention, and where improvement ideas already exist within the organization. These insights help leaders address issues before turnover increases, before competitors attract high performers, and before valuable ideas leave with departing team members. This work provides a clear, data-informed view that supports stability, growth, and alignment.

Guidance for Difficult Conversations

We aren't afraid of difficult conversations, and we help leaders feel ready for them. When performance concerns, behavioural issues, or team conflict come up, we prepare leaders with structured plans, documentation guidance, and coaching so they can address issues directly and professionally. This reduces risk, strengthens culture, bolsters employee engagement and helps teams stay aligned and productive.

Boosting Engagement and Reducing Turnover

Predictability strengthens performance. We help create workplaces where employees understand their responsibilities, know how decisions are made, and have a clear picture of success. This reduces confusion, lowers conflict, and increases productivity across the organization.

COACHING & LEADERSHIP DEVELOPMENT

Humming Bee INC.



Coaching and Leadership Development

We coach people, not just job titles. As organizations grow, leaders are asked to do more than their technical expertise prepared them for. Our team of certified executive coaches, leadership specialists, and organizational development experts supports leaders in strengthening how they lead, communicate, and build alignment across their teams.

We offer individual coaching, team coaching, and leadership development programs designed to support leaders at every level. We start with a real leadership challenge, then help uncover the patterns and blind spots that can hold a leader back. From there, we support leaders to sharpen decision-making, strengthen communication, manage performance with consistency, and build accountability in ways that reinforce trust and stability. The result is confident leaders, cohesive teams, and a culture that lasts.

BUILDING CAPABILITY FOR EVOLVING BUSINESS NEEDS

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Change Communication and Transition Support
During reorganizations, system updates, process changes, or leadership transitions, clear communication keeps teams aligned and reduces operational friction. We develop communication plans that help employees understand what is changing, why it matters, and what is expected of them. This ensures progress continues without unnecessary disruption.

Workshops and Training
We offer customizable training based on advance meetings with key team members to confirm the most relevant focus for your organization. Our experts provide training in leadership, communication, accountability culture, operational efficiency, performance management, conflict resolution, sales, safety, client communication, AI tools, and more.



A Scalable Partner With Broad Expertise

We help organizations get the most from their people by building the leadership, clarity, and systems that make great work possible. With flexible packages and hourly options, you gain a full team of specialists, for as much or as little support as you need.

Book your free consultation:
403.815.5735
or
info@hummingbee.ca
www.hummingbee.ca