

# THE "BIG 9"

## PROBLEMS WE SOLVE

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# CHATFIELD GLOBAL

## WHO WE ARE

Chatfield Global LLC architects new strategic human capital solutions, advances your existing processes, and shepherds your day-to-day HR Operations.

Chatfield has you covered, whether acting as an extension of your team, serving as a fractional Human Capital strategist, or partnering as your fully outsourced HR team.

From strategy through execution, we serve as your strategic thought partner, designing organizational and talent solutions that drive growth, deliver value for your business, and leverage talent as a strategic advantage.

# THE "BIG 9"

PROBLEMS WE HELP OUR CLIENTS SOLVE

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# ORGANIZATIONAL SCALABILITY & AGILITY

# 01

Many organizations reach a point where past success no longer translates into future growth. Whether you're in active expansion mode or coming off a period of planned growth, it can feel like momentum has stalled despite strong fundamentals. Without intentional design, growth introduces complexity that slows decision-making and limits agility.

## ■ THE PROBLEM

Scalability challenges rarely sit in one place. They span leadership effectiveness, culture alignment, human capital readiness, and operational efficiency. As organizations evolve, gaps in talent development, succession planning, and knowledge transfer quietly emerge. Without a cohesive organizational design and systemic approach to problem-solving, businesses struggle to adapt quickly and confidently to what's next.

## ■ THE OUTCOME

Organizations gain clarity, alignment, and momentum as structure and leadership models support growth. Teams are better equipped to respond to change with confidence and speed. Leaders gain a roadmap for sustainable growth that balances performance, people, and long-term value creation.

## ■ THE SOLUTION

Chatfield Global partners with leaders to assess their organizational ecosystem and identify the barriers that limit scalability and agility. We design practical human capital strategies that align leadership, structure, processes, technology, and talent with the company's growth trajectory. Our approach ensures the organization is built to flex, adapt, and perform at every stage of growth.

# BUSINESS TRANSFORMATION & CHANGE MANAGEMENT



Major change, whether from a merger, acquisition, rapid growth, leadership transition, AI, or other technology implementations, can redefine the trajectory of a business. These moments demand more than operational execution; they require leadership alignment, communication, and a foundation of trust. Without a clear path forward, uncertainty can take hold across the organization and derail even the best laid plans.

## ■ THE PROBLEM

Transformation initiatives introduce layers of complexity that are often underestimated. New systems, evolving cultures, shifting leadership expectations, and workforce disruption can quickly erode confidence and productivity if not intentionally managed. Without structured change management, even well-intended initiatives risk falling short of their intended outcomes – or failing completely.

## ■ THE OUTCOME

Employees, leaders, and stakeholders clearly understand how the change impacts them personally and professionally. Transformation initiatives are executed with intention, minimizing disruption and accelerating adoption. Organizations achieve their envisioned future state while protecting engagement, trust, and return on investment throughout the process.

## ■ THE SOLUTION

Chatfield Global acts as an extension of your change management team, partnering closely to design and execute intentional transition strategies. We support stakeholder communication, assess organizational impact, prepare leaders to lead through change, and ensure people understand their role in the future state. Our experts serve as trusted thought partners from strategy through execution.

# CULTURE EVOLUTION & EMPLOYEE ENGAGEMENT /EXPERIENCE



Culture is one of the most powerful forces in an organization, shaping how work gets done and how people feel about doing it. Many companies believe they have a strong culture but are really relying on perks rather than shared values and behaviors. True culture runs deeper than incentives and requires intentional stewardship.

## ■ THE PROBLEM

During periods of transformation, culture is often overlooked amid operational priorities. Mergers, acquisitions, and strategic shifts can unintentionally erode cultural alignment, leaving teams disconnected or resistant to change. Without deliberate focus, organizations risk preserving the wrong elements or losing what once made them successful.

## ■ THE SOLUTION

Chatfield Global conducts customized, data-driven culture assessments to uncover the real dynamics at play within your organization. We analyze behaviors, rituals, practices, and artifacts to identify what should be preserved, evolved, or reimaged. Our team guides leaders through the design and transition to a culture that supports strategy, delivers on your mission, and strengthens engagement.

## ■ THE OUTCOME

Organizations successfully evolve their culture while preserving their unique identity and core values. In integration scenarios, the most valued aspects of each culture are thoughtfully combined into a unified, energized team. Culture becomes a competitive advantage that supports performance, engagement, and long-term success.

# STRATEGIC WORKFORCE PLANNING & TALENT DEVELOPMENT



Rapid technological change, agentic evolution, and shifting market demands are forcing organizations to reimagine how work gets done. Leaders are grappling with workforce shifts while trying to develop talent quickly enough to keep pace. At the same time, high-potential employees need clearer paths to grow into future leadership roles.

## ■ THE PROBLEM

As experienced talent retires and generational transitions accelerate, organizations struggle to build capability at the speed required. Underinvestment in talent development makes it difficult to reskill and upskill teams effectively. Without intentional workforce planning, development efforts fall short and fail to support long-term business needs.

## ■ THE SOLUTION

Chatfield Global evaluates current workforce capabilities and designs future-focused workforce plans aligned to business goals. We create and implement targeted learning and development strategies for teams and individuals, supported by expert project management. Meaningful development outcomes uniquely designed for your specific needs create one-of-a-kind growth and development experiences for employees.

## ■ THE OUTCOME

Organizations gain a strategically aligned workforce plan built to support future business needs. Employees see clear development paths tied to career growth, succession planning, and evolving skill demands. Talent development becomes a powerful retention tool while building bench strength for the future.

# SUCCESSION PLANNING & KNOWLEDGE TRANSFER

05

Leadership transitions are inevitable. Whether planned or unexpected, they happen. Organizations must be prepared for retirement, turnover, or sudden departures in critical roles. Without proactive planning, institutional knowledge and leadership continuity create vulnerability and organizational risk.

## ■ THE PROBLEM

Many organizations rely heavily on individuals whose knowledge exists only in their heads. Some employees hoard knowledge as power or to protect themselves in times of transition. Succession planning is often informal, reactive, or limited to immediate replacements rather than long-term readiness. Without structured knowledge transfer, business continuity is put at risk.

## ■ THE OUTCOME

Organizations build a confident leadership bench with “ready now,” “ready soon,” and “future successors” clearly identified. Knowledge is systematically captured and intentionally taught to the successor over time, reducing risk and ensuring continuity when key employees leave. Leaders gain peace of mind knowing the business is resilient and prepared for change.

## ■ THE SOLUTION

Chatfield Global partners with organizations to design comprehensive succession plans with a multi-year horizon. We facilitate detailed knowledge transfer processes, documenting critical responsibilities, key activities, and decision points across time horizons. For family enterprises, we craft intentional development and experiential learning plans for the next generation of leaders.

# TALENT SHORTAGES, RETENTION & SKILL GAPS



Hiring has become increasingly complex, competitive, and time-consuming. Many organizations find themselves constantly recruiting with inconsistent results and rising frustration. At the same time, skill gaps and turnover place added strain on already stretched teams.

## ■ THE PROBLEM

Difficulty sourcing qualified candidates leads to understaffed teams and ongoing capability gaps. Traditional search firms can be costly, while internal teams often lack the bandwidth to manage recruiting end-to-end. Fluctuating hiring demand makes full-time recruiting roles inefficient for many organizations. While more jobs sit unfilled, increasing numbers of job seekers remain unemployed. Both sides are struggling.

## ■ THE OUTCOME

Organizations attract candidates who are strong fits for both role and culture. Hiring costs decrease while retention and consistency improve. Candidate experience is positive, and roles are filled quickly with well-vetted candidates. Recruiting becomes predictable, flexible, and aligned to business needs—without overburdening internal teams.

## ■ THE SOLUTION

Chatfield Global delivers flexible, end-to-end recruiting solutions supported by modern technology and expert, hands-on recruiters. We manage everything from talent acquisition strategy to sourcing, screening, interviewing, extending offers, and onboarding. We are people-centric, engaging in human-to-human interactions, ensuring technology is additive, not restrictive, to the process. Our scalable service model adapts to hiring needs, reducing reliance on firms that charge high placement fees.

# RISING COMPENSATION, BENEFITS & COST PRESSURES



Compensation and benefits expectations are evolving faster than ever. Employees and candidates now have unprecedented access to pay data due to state-mandated transparency laws and AI tools. Organizations must compete to attract and retain talent in a market that now operates by very different rules – and pay practices need to evolve quickly.

## ■ THE PROBLEM

Keeping pace with compensation trends while managing costs is increasingly difficult. Inconsistent pay practices and messaging erode trust and create internal equity issues. Without a clear total rewards philosophy, organizations struggle to retain and motivate talent.

## ■ THE SOLUTION

Chatfield Global provides market-based compensation analysis grounded in role, location, industry, and organization size. We help leaders establish clear pay philosophies, internal equity frameworks, incentive programs, and benefits strategies. Our team also supports benefit selection and renewal processes to ensure competitiveness and sustainability.

## ■ THE OUTCOME

Organizations attract and retain talent through clear, competitive compensation programs. Employees better understand the full value of their total rewards package, driving trust and engagement. Leadership gains confidence that pay practices align with company values and evolving market realities.

# COMPLIANCE & LEGAL COMPLEXITY

Employment laws are complex, constantly changing, and vary by location. Maintaining policies and staying current on a day-to-day basis requires commitment and consistent attention to changing laws. During periods of transformation, compliance obligations can divert leaders' attention from their strategic priorities. When compliance issues arise, they often require immediate attention and carry significant risk.

## ■ THE PROBLEM

Small or lean HR teams struggle to stay current on legal requirements. Employment situations such as terminations, reductions in force, or M&A introduce heightened legal exposure. Lawyers and lawsuits are expensive. Without experienced guidance, compliance gaps can quickly escalate into time-consuming and costly issues.

## ■ THE OUTCOME

Compliance risks are identified and addressed before they become emergencies. Leaders and HR teams regain time and focus for strategic initiatives. Organizations operate with confidence knowing they are protected and supported by experienced HR professionals.

## ■ THE SOLUTION

Chatfield Global provides outsourced HR compliance expertise tailored to your organization's needs. We offer proactive compliance calendars, on-demand advisory support, and execution assistance to ensure legal requirements are met. Our team knows when to engage additional legal expertise and acts as a trusted partner in sensitive situations.



# HR CAPACITY OVERLOAD



Growing organizations often need more HR capability than they can justify hiring full-time. HR teams are stretched between daily operations and strategic initiatives. As change accelerates, capacity gaps become more visible, more costly, and create risk.

## ■ THE PROBLEM

Many businesses operate with no HR team or a team of one, carrying an unrealistic workload. Day-to-day demands crowd out strategic human capital work that drives growth. HR teams lacking specialist expertise limit the organization's ability to respond effectively to change.

## ■ THE SOLUTION

Chatfield Global provides fractional, outsourced, and project-based HR support tailored to your needs. Our experts deliver strategic leadership, specialist expertise, and hands-on execution without the cost of a full internal team. Flexible engagement models allow support to scale up or down as business demands change.

## ■ THE OUTCOME

HR leaders gain expert advisors and trusted execution partners, reducing burnout and increasing retention of the internal HR team. Organizations access comprehensive HR capabilities at a fraction of the cost of full-time specialists. Leadership can focus on growth and transformation, confident that their people infrastructure is well supported.

**CHATFIELD GLOBAL PARTNERS WITH LEADERS TO DESIGN,  
BUILD, AND SCALE HUMAN CAPITAL SOLUTIONS THAT  
DRIVE BUSINESS RESULTS.**

**■ SCALABILITY**

Growth creates complexity. People strategy should never be the limiting factor.

**■ INTENTIONAL**

Reactive HR creates risk. Intentional HR creates value.

**■ INTEGRATION**

Talent, culture, leadership, and structure must evolve together.

**■ EXECUTION**

The right strategy, executed flawlessly, drives results.

**LEARN MORE ABOUT BECOMING A CLIENT TODAY**

# START THE CONVERSATION

- Let's assess where your biggest people risks and opportunities really are.
- Let's design a human capital strategy aligned to your business goals.
- Let's build what you need—without overbuilding what you don't.



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