

# People Strategy and Workforce Transformation Consulting...

HillierRose provide workforce strategy and people growth solutions to organisations that are looking to scale or transform people capability and capacity.

Our approach blends an extensive knowledge of people development with a creative ability to access and engage the right talent. We believe that to thrive in the coming years, organisations will need to invest in leadership strategies that engage candidates from their first interaction with the organisation right through to supporting ongoing personal and professional development.

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## Our priority is your people.

HillierRose is led by Emma and Michelle who have blended their extensive experience of business ownership and senior level hiring with leadership development and workforce planning. Our entrepreneurial backgrounds and combined expertise mean we see people journeys through a rather different lens.

People are increasingly making decisions on where they work based on the developmental opportunities and workforce cultures available to them.

HillierRose drive and support the complexities of people journeys from attraction to engagement and onboarding through development and retention.



## Our Founders.



**Emma Rose**  
Workforce Strategist,  
and Executive Talent Partner

Emma is an expert in building disruptive leadership teams. Having built and successfully exited her own digital hiring agency, Emma has a longstanding career in the digital and staffing industry and 5 years ago pivoted her personal development into workforce planning and delivering people strategies for a diverse range of companies.

Her career has supported large numbers of executive hiring decisions and people journeys across multiple, disruptive organisations and industry sectors. Alongside, investors, founders and other senior stakeholders she has supported significant leadership hires and transformed capabilities to meet demanding and sustainable business objectives.

Her entrepreneurial background and career to date invites curiosity and conversation. Her ability to analyse and influence who a business has access too is vital, as is her ability to make connections, install confidence and be able to give structured advice to the people she champions.

Emma's career has landed her both sides of the fence, so she fully understands people decisions and their impacts from all angles. She has recruited a large number of renown business leaders and teams and continues to support their ongoing career pathways.

How people are seen and valued within a business is core to Emma's drive. She sweats the detail, embraces diversity and is an empathetic and gritty leader, who's tenacity will continue to support change for good and people progression within the staffing services she enjoys.

**Contact:** [emma@hillierrose.com](mailto:emma@hillierrose.com)



**Michelle Hillier**  
Workforce Strategist,  
and Executive Talent Partner

Michelle is devoted to supporting and championing a diverse number of businesses and their leaders with key hiring, learning and development and leadership reward and recognition strategies.

The owner of a highly successful people development business, Michelle is a proven expert in the field of skills assessment, skills development, coaching and senior level hiring. She has a passion for developing leaders and really turning the course of people performance within organisations, so they have structured learning paths, developed managers and business leaders who have clear strategic vision, values and objectives to obtain results.

As an executive recruiter, Michelle has the rare ability to understand both current capability and development potential in the leaders she works with. This is of huge benefit to our clients and a rarity in the executive recruitment sector.

Michelle works directly with the executive teams within the HillierRose portfolio of clients to analyse the performance of the current management teams, to identify skills gaps and build leadership development programmes that directly address those gaps and drive the performance of the organisation in line with organisational strategy.

Her prior recruitment and workforce strategy experience has seen her deliver large scale projects where high-volume hires have been required quickly. She has an ability to know exactly what is needed to deliver the hiring needs at speed, whilst building and training the leadership teams needed to continue this work once she has gone.

An unapologetic optimist, Michelle is deeply passionate about embedding leadership change into the companies that need it and assessing leadership potential to actively support business scale and revenue growth.

**Contact:** [michelle@hillierrose.com](mailto:michelle@hillierrose.com)

**1** We are empathetic to the challenges Founders and Directors face when scaling a team. People are fantastically diverse, which equals complicated decision making. We all differentiate hugely in what we want and need from an employer – HillierRose discover the commonalities, the shared vision goals and values, and bring these together to build a thread of communication, behaviours and learning pathways to meet the business vision and desired culture.

**2** Our team are approachable and professional, allowing us to access the multiple layers of a business and gain insight and trust. Our solutions are data driven and informed by the interactions we have with your people. This external and unbiased window into an organisation, matched with our qualified expertise, ensures we get the clarity needed to drive the right planning and processes forward.

**3** People growth is rarely limited to one location. Our national and global expertise means we understand the various stages of growth in terms of organisational structure, the capability and capacity of workforce, the talent landscapes and ensures we embrace diversity, equality and inclusion.

**4** We are a small boutique team that work with you from inception to execution.

## Services we offer.

- Leadership enablement
- Career pathway development
- Vision and values planning
- Creative recruitment campaigning
- ED&I programmes
- Skills gap analysis and workforce reskilling
- HR Tech research and implementation
- Employee recognition and wellbeing
- Mentoring and coaching programmes



We are underpinned by our own **values**. This is evident in every project we deliver.

**Ingenious:** We build the remarkable from the ordinary. It's not enough to just get by with the basic processes, policies and complacent attitudes. We are going to ensure you have people that are highly engaged, developed to perform and motivated to succeed. That the right levels of financial and operational priority is given from the top down and remains sustainable throughout the phases of growth.

**Curious Educators:** We dive deep and question loads! It's about knowing where to start from and how to reach the vision and navigating the minefield of detail and "doing" in between.

**Impactful:** We continuously appraise and measure our work. Expanding the possibilities of people in a positive and meaningful way is everything to us.

**Brilliance:** It's our benchmark!

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Let's start a conversation,  
[hello@hillierrose.com](mailto:hello@hillierrose.com)

## Sectors we work in.

We are agnostic in terms of sector type. Basically, we love working with companies that are ripe for transformation and genuinely care about building great employment experiences.

