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In any business, on-going success depends on competent, committed people and work cultures that keep them engaged. At CHROs2Go, our team addresses the full range of challenges to do just that at every stage in a company's stage in the lifecycle -- from new ventures, to traction and growth, to maturity, mergers, and acquisitions.

Our clients reach out to CHROs2Go for any of these four main reasons.

## **1** *Create a foundation.*

A solid HR foundation can prevent wasted time, energy, and money. Legal compliance is certainly a big piece of that foundation but equally important is establishing efficient and effective processes for all your HR/payroll operations. *CHROs2Go provides HR audits, assessments, manager training, and even 'HR in a Box' for those wanting to jumpstart (or reboot) their HR operations.*

## **2** *Solve an urgent need.*

HR issues can build up in time, or they can seem to appear out of nowhere. When problems occur, they can affect your business' operations, balance sheet, and reputation. Moreover, they can consume excessive time and energy. Resolving HR problems takes knowledge, skill and experience, and sensitivity to the unique needs of each situation. *CHROs2Go provides business leaders with practical approaches to de-escalate problems, mitigate risk, instill trust, and address any root causes behind the urgent issues.*

## **3** *Leverage expertise.*

Small and midsize businesses need HR expertise, but they usually don't need it 365 days/year. Instead of building expansive HR departments, businesses can leverage external HR experts to increase their agility, lower their overhead expenses, and keep their headcount under control. Moreover, engaging external experts accelerates the speed and maximize the impact of the HR solutions, enabling business leaders to stay focused on other business priorities. *CHROs2Go provides recruitment and staffing services, HR on retainer and fractional-HR Officers, and specialized support for strategic planning and organization development.*

## **4** *Get better, and keep getting better.*

People are the growth engine of any business, or its limiting factor. To stay competitive, businesses must steadily improve the capacity and performance of their largest investment – their workforce. Improvement can target critical processes such as recruiting, or high impact groups such as managers, or it can target the entire workforce and company culture. *CHROs2Go's assessments, training, coaching and organization development solutions are customized to your needs to ensure you put the right talent in the right places; to create an organization that perpetuates the right behaviors; and to ensure your team has clarity and alignment on your vision, strategy, and immediate priorities.*

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## **Practice Leaders**

*Donna Hamlin* works with clients in all industries to facilitate their strategic planning and business performance improvement. With more than 35 years of experience in strategy, change management, and human performance improvement, she works with clients ranging from Fortune 500 global enterprises to start-up companies spanning more than 40 countries.

*Drew Starr* has more than 25 years executive experience across diverse industries - including banks, financial services, manufacturing firms, and human services organizations - and publicly held, and non-profit organizations. He also brings sales management experience, as he led an award-winning sales and service team for a financial institution. He also served as an Executive Director for a non-profit organization.



### *About the 2Go Advisory Group*

We provide a full C-suite of consultants with proven experience as CFOs, COOs, CHROs, CIOs, and CROs. For thirty years, our industry-specific experts have provided expert recruiting/staffing, fractional CXOs, and traditional consulting to business throughout the Bay Area and nationwide.