

refreshing work

hexby[®] hr





Refreshing work

We are Hoxby, a professional and creative services company that is far from ordinary in terms of methods, attitude and culture. We are refreshing: no bureaucracy, hierarchy or jargon, just brilliant, diverse brains working together to deliver work for our clients that is out of the ordinary too; refreshing work.

We're people who work on our own terms but deliver together. No office, no nine-to-five, no presenteeism.

We're made up of strategists, creatives, tech-heads. Writing people, numbers people, people people. Diverse thinkers, do-ers, disruptors. By removing all forms of bias, we have assembled a globally diverse community of people and expertise beyond comparison. Our cognitive diversity elevates our collective intelligence to profound levels to make sure we always deliver refreshing work to our clients. This is the Hoxby way. Refreshing work.



Who we are

We are a community of hundreds of handpicked, diverse and talented freelancers, who work remotely across the world. Since inception, more than 20,000 people have applied to join us – such is the demand for our way of working.

We have pioneered a rigorous selection process to accept only the most motivated people into the community, plus a proprietary project curation processes to match the right people to the right projects at the right time.

Our diverse teams collaborate across time zones using cloud-based systems, working as seamlessly as if they were in the same room. We're lean, fast and flexible in delivering refreshing new answers to our clients.



What you get

Unparalleled knowledge

The limitless diversity of talent in our community enables us to offer unrivalled matching of collective intelligence and quality expertise to each unique project. We combine the skills, passions and experiences of each member to create the most skillful and dedicated team anywhere in the world.

Extraordinary passion

As individuals, we choose the projects we work on – we work with you because we love your challenge, your business and you. That way, you always know we're going to be totally invested in the outcome and give more than just our time to ensure we succeed. Together.

Seamless integration

There's no hidden cost, no swanky office or other overheads – every penny is invested into people working for you and your business. Connected to you via the cloud and in person, we work with transparency and flexibility to integrate seamlessly with your own teams.

Our clients include



Unleash the potential of your people

The success of any business depends on how you recruit, engage and develop your people – a happy, fulfilled workforce is a productive workforce. At Hoxby, we have been working since our inception to ensure that happiness and fulfillment can live alongside exceptional delivery and higher-than-usual productivity.

Hoxby HR provides access to an unrivalled community of specialists with the experience and innovative approaches to help busy HR Directors and Leaders succeed in meeting tough strategic challenges.

Our experts advise on HR strategy, organisational design and change, wellbeing and diversity – and much more besides.

We are driven to help organisations realise the potential of their most valuable asset – to make companies not only more effective, but more humane, too.



What we can offer you

People and talent capability

Learning and development
Talent planning and succession
Organisational behaviours

Organisational capability

Organisational design, development and change
Recruitment and workforce planning
HR strategy, capability and KPIs

Performance and reward

Performance management processes
Recognition and retention
Pay and benefits

Employee experience

Employee engagement
Surveys and workshops
Wellbeing approaches
Diversity and inclusion
Employer brand/EVP



A selection of our people



Adrienne Sale
Managing director

With over 20 years' global experience in a whole host of industries, Adrienne has in depth experience in large organisations and on major change initiatives including moving to a HR BP model with shared services. With previous clients including Nokia, AIA and Merck, she looks for pragmatic solutions with lasting results.



Clare Welsh
Organisational development specialist

Clare has a passion for developing working environments in which everyone can flourish and be their best. She loves supporting businesses in finding exceptional people and ensuring they have a great work experience. Clare is MCIPD-qualified and has held HR leadership roles across various industries. Her desire to ensure people achieve brilliance at work is underpinned by her expertise in organisational development, talent and resourcing.



Caroline Arora
HR director

An experienced HR Director with over 15 years' experience across a range of industries and companies. Part of a global business HR transformation and change management programme, implementing SAP and Success Factors along with global HR Transformation to the Ulrich Model of HRBP's, Centres of Expertise & Shared Services.



Pritpal Trevisan
Recruitment specialist

Pritpal is an experienced HR recruitment professional with an extensive background in delivering proactive recruitment solutions. She can engage at a senior level to provide advice on best practice and attracting talent as well as strategic planning to meet business objectives. Pritpal has specialised in the technology, finance and consulting sectors, while also working across other diverse international sectors.



Jane Adamson
Organisational change & development specialist

With over 20 years' experience managing complex global transformation programmes with particular focus on HR & people-centric change, Jane brings a wealth of experience in practical transformation delivery combined with a detailed understanding of organisational behaviour change.

‘As a company not quite big enough to need a full-time HR manager, we’ve contacted Hoxby for advice on a number of occasions. The support provided has been commercial, prompt and invaluable, providing us with clear guidance on how to approach a number of people situations. And backing this up with template documents and guidance notes as needed.

‘Our managers have also commented on how much they’ve learned following input from the Hoxby team, particularly as their advice, is provided in a no-nonsense and straightforward manner. We will return for our future HR needs without hesitation.’

Peter Gagg
CEO, MCP Europe



Case study: Community Brands



Helping Community Brands prepare for growth

Community Brands is the leading provider of cloud-based software to over 100,000 associations, schools, non-profits and groups around the world. Following an intense period of change, acquisitions and growth, and during the recruitment of a new head of HR, the CEO approached Hoxby to cover the role on an interim basis.

Realising the full scope of their needs, we sourced a highly-specialised HR team – with skills, insights, responsiveness and flexibility that one person alone could not possibly offer – by tapping into the collective intelligence of a 1,000+ global community of talent. As a result, Community Brands benefited from day-to-day HR support, as well as strategic and operational HR consultancy. Hoxby went on to provide complex reorganisation, workforce management, employee relations and risk-mitigation support in a trusted, cost-effective and adaptable way.

Hoxby HR helped Community Brands capitalise on the full potential of their growth strategy. By creating a strong and trusted partnership and using our diverse range of expertise, we supported them in planning for an ambitious and profitable future.

‘Your team became valuable business partners to us in such a short space of time... What a great balance between domain expertise and personality – your own brand defines the power of #Collective.’

Richard Grazier, CEO

8

Senior HR specialists involved

10

Areas of organisational development covered

5+

Sets of HR policies and practices into one

Case study: Trivallis



Unleashing workforce power to achieve vision

Trivallis is one of Wales' largest social landlords, managing over 10,000 properties across Rhondda, Cynon and Taff. By late 2019, with its new vision, mission and culture defined and six priority areas for strategic focus selected, Trivallis began to make this vision a reality with a newly structured leadership team and a shift toward longer-term planning.

But in February 2020, three winter storms left a raft of damage across the Trivallis communities. Then followed the first COVID-19 lockdown in March, and the team shifted to remote working. Neither created an ideal environment for strategy execution and team building. Trivallis asked Hoxby to help their leadership team establish a strong foundation and address the immediate challenges ahead in organisational restructure, workforce planning and reallocation of work.

With our unique way of working, we responded with the right fit of highly-skilled experts in organisational effectiveness, exceptionally experienced in accomplishing goals with dispersed remote teams. The pandemic didn't slow us down one bit. Our discovery phase delivered the insights, so Trivallis understood what was needed to achieve their goals and get the right people with the right skills in the right place at the right time. Working with the Essential 8 framework, we guided the team as they created improvement plans. We also helped them use new tools to monitor progress through this critical transition to keep their goals on track. A series of remote and in-person sessions with us meant the Trivallis team developed a clear process, unique to their needs, for communicating and working together. They are now well on their way.

‘I thought the sessions you did were great and helped us advance enormously.’

Ian Thomas, CEO

9

Executive and corporate directors in new leadership structure

6

Priority areas for strategic focus

1

Unified team helping Trivallis create great places to live and work



Our professional and creative services

We provide professional and creative services for clients including Unilever, AIA, Merck and Warner Media to name but a few.

Whether you are looking to outsource for a single project or something much bigger, our global community can provide the absolute best team to meet the unique needs of your business. And if we don't have exactly the right hoxby experts to deliver, then we'll always be upfront and say so.

Our diverse global talent pool boasts a wide range of talent and experience across a breadth of skill sets. The Hoxby community includes senior marketers alongside journalists, researchers, digital and SEO specialists and more.

A go-to team available to deliver your brief across multiple time zones with quick turnarounds.

hoxby® communications

hoxby® futureproofing

hoxby® operations

hoxby® innovation

hoxby® marketing

hoxby® creative

hoxby® hr



We have been featured in

The Telegraph

theguardian



The Mail
ON SUNDAY

RACONTEUR

THE TIMES

METRO

|TECHWIRE|
ASIA

BBC

Forbes

TRTWORLD

MarketingWeek

campaign

The Drum™

COSMOPOLITAN

ipse

marie claire



STYLIST

YAHOO!
LIFESTYLE





LOVE
WHAT
YOU
DO



refreshing work

Thank you

hello@hoxby.com

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Certified



Corporation