



OBSIDIANHR

IMPROVE THE EFFICIENCY AND EFFECTIVENESS OF YOUR HUMAN RESOURCES

The tradeoff of handling all your HR internally or letting a partner like Obsidian HR do the heavy lifting

Managing all your HR internally encompasses a lot. And how you approach your human resources strategy has a huge impact on your company's success. HR can either be the cause of problems in your organization or the solution to them. Most HR problems are a result of poor employee performance, a bad hire, or a compliance issue. To effectively take care of all the responsibilities, you usually need an HR team.

A fully-staffed human resource team could cost **\$220K** or more a year.



THE HR TEAM



HR Generalist

Key Responsibilities

- Administers compensation, training, and benefit programs.
- Guides managers in recruiting and employee relations.
- Supports the documentation of staffing, training, and performance evaluations.
- Acts as liaison between employees and management regarding company policies, practices, and regulations.

2 - 4 years of experience



\$55,000 average starting salary



PHR Certification



THE HR TEAM



HR Manager

Key Responsibilities

- Advises and coaches managers on HR policies and programs.
- Manages daily departmental operations and budget.
- Handles recruitment, compensation, training, benefits, and employee relations.
- Ensures policies, procedures, and HR programs are consistently administered, aligned with organizational goals, and are in compliance with professional standards and state and federal regulations and laws.

4 - 7 years of experience



\$70,000 average starting salary



PHR or SPHR Certification



THE HR TEAM

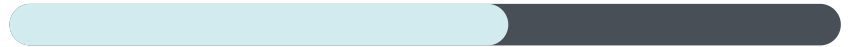


HR Director

Key Responsibilities

- Oversees staff operations, business planning, and budget development of HR programs.
- Handles recruitment, compensation, training benefits, and employee relations.
- Ensures policies, procedures, and HR programs are consistently administered, aligned with organizational goals, and are in compliance with professional standards and state and federal regulations and laws.

7 - 10 years of experience



\$95,000 average starting salary



SPHR Certification



ADDITIONAL RESOURCES NEEDED

Other services or personnel are usually pulled in to support legal compliance, recruiting, and safety – and come at an additional cost.



Legal expertise for compliance needs can cost roughly

\$295
per hour

Clio Legal Trends Report, 2021



Maintaining workplace safety depends on your industry, but safety consultants could come at a cost of

\$500-\$5,000+
a month



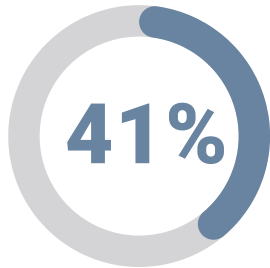
Attracting top talent through a recruiting agency can cost

15-20%
of your candidate's annual salary

THE IMPACT OF AN OVERLY TACTICAL HR TEAM

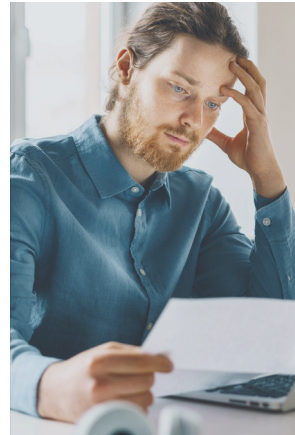
When a company can't hire an entire HR team, an HR Manager is usually the bare minimum employed. Or business owners may choose to handle it themselves or pass it off to someone else to handle – in addition to their other responsibilities. But often a single person can't manage everything.

In other words, with a fully staffed HR team, you're spending roughly \$90,000 each year for administrative HR alone. That equates to 16 hours per week – or two full days – of you or your HR's time devoted to keeping the lights on.



Of human resource's time is spent on necessary, but tactical work?

Bersin by Deloitte "High Impact HR" research, 2017



You could be sacrificing
**2 FULL DAYS
A WEEK**
managing
tactical HR
responsibilities

When your organization is handling all of its own administrative HR work, your business can be negatively impacted. Organizations that have more time to focus on strategic HR needs are 5X more effective at improving employee engagement and retention.⁴

³ Department of Labor and Statistics, 2017

⁴ NSBA, Small Business Regulations Survey, 2017



Turnover can cost an organization, at a minimum **33%** of an employee's total compensation.³



The average small business owner spends **\$12,000** a year dealing with compliance issues.⁴

In broader terms, companies that are more focused on evolving the work, workforce, and workplace are:



1.7x
more likely to meet financial targets



3.5x
more likely to retain high performers

Source: Deloitte High Impact Workforce Study, 2020

HOW OBSIDIAN HR CAN HELP

An HR partner can free up you or your existing HR personnel to focus on more strategic activities — which improves the effectiveness of your HR. Obsidian HR enables you to make HR a driver of profit rather than a significant cost of your business.

Small businesses that use an HR partner:



Grow
7-9%
faster



Reduce
employee
turnover
10-14%



50%
less likely
to go out
of business



What's included in Obsidian HR's comprehensive offering:

The Power of Obsidian HR

Colorado State Compliance

- Understand & Educate on New Employment Laws & Regulations
- Compliance with Local and Federal Employment Laws

Benefits & Insurance

- Healthcare
- Workers' Compensation/TDI/UI
- Supplemental Benefits
- Long-term Cost Containment

Payroll & Administration

- Basic & Certified Payroll
- Benefits & Administration
- Time & Attendance Tracking / PTO Tracking
- Tax Administration
- Custom Reporting



Claims Management & Mitigation

- Preferred Provider Network
- Employer Protection
- Return-to-Work Programs

Team of HR Experts

- 1:1 Consultations
- Policy Audit, Creation and Review
- New Hire Paperwork
- Employee Handbooks
- Employee Onboarding
- Hiring & Termination Guidance
- Grievance & Dispute Resolution

Training & Development

- Multiple Training Modules
- Customized Delivery
- Professional Facilitators



Obsidian HR can function as your HR team — or at the very least, an extension of your existing HR staff. We're here to relieve the administrative burden of HR so you can free up more time to focus on the strategic goals of your business. And we do it for a third of the cost of a fully staffed HR team.

If you're ready to learn more, get started today! A member of our team would be happy to speak with you.

[Get Started](#)



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8100 East Union, Suite 106 | Denver, CO 80237
720-456-3590 | inquiry@obsidianhr.com | obsidianhr.com

Follow us for more! We're constantly sharing information on how to be compliant with changing laws and regulations, hiring and retaining employees, and developing your HR policies and procedures.

