



## When Did the Fractional Revolution Begin?

Gierke Jungbauer Human Capital (GJHC) is in its sixth year of helping small- to mid-sized companies provide fractional human resources when the business doesn't need or can't afford full-time HR. A study by the University of Colorado in 2017 traces the significant growth of the 'gig' workers to the Great Recession beginning in 2007. What evolved from this is the concept of utilizing fractional consultants to provide services that might otherwise be performed by full-time employees. So what's the benefit of fractional?

Companies benefit from fractional consulting in that these consultants may have 20-40 years of experience but the business doesn't need to pay them a full-time salary...fractional employees can be engaged for anywhere from a few hours a month up to 20-30 hours a week. This access to expertise is unparalleled in history, providing subject-matter experts when you need them for anything from a project to a fractional or part-time role with your company. Further, since the consultant isn't an employee, **you're not paying for employer payroll taxes, vacations, sick days, holidays and several other benefits that can be a great expense to your business.** Rather you engage the consultants for what you need them for and nothing more. The cost per hour is higher but the total cost is typically much less. From the beginnings of our company, fractional HR has been the largest area of service for our customers that GJHC provides. In today's competitive employment landscape it's critical to develop and retain your talented employees. Reach out to Gwen to hear more about how we were early entrants in the Fractional Revolution!

## Position Your Company for Success by Hiring the Right People

While Fractional HR supports your existing staff, hiring new team members is as difficult as ever with fewer qualified candidates in the workforce. GJHC offers experienced and effective Retained Search services to identify the best candidates available and help you determine which candidate would be best for your company and culture. One of the great advantages of using a retained recruiter is the substantially reduced time it takes to put your new team member in place. It can cost less cash to hire directly, but a skilled recruiter can bring you a slate



of candidates who meet the criteria you've established so you're positioning your candidate and your company for success, and do so in much less time. Let us help you find your next great employee!

## Help Your Employees Grow

Finally, helping your employees grow is a critical part of retaining great team members and helping them develop into your next leaders. We've all seen the cartoon on LinkedIn that shows the two leaders discussing their employees where the CFO says 'what if we develop our employees and they leave' and the CEO rebuts with 'what if we don't develop our employees and they stay!' Executive and leadership coaching helps your rising leaders on their path to the management group or helps existing managers and leaders become even better motivators, mentors and champions of your company's values. The coaches at GJHC have helped scores of employees become even better versions of themselves, providing value now and in the future!

Let's continue the revolution...the revolution that keeps employees aligned with the goals of their employers. Please reach out if we can help your business succeed!

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**Fractional &  
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