



— VENTURA & SANTA BARBARA COUNTIES · STATEWIDE VIRTUAL

34°16'N

The Fractional CHRO — Overview

Senior, compliance-first HR leadership for companies of 20 to 100 employees — the judgment of a Chief HR Officer, without the full-time hire.

— THE CALIFORNIA COMPASS · ONE METHOD · FOUR BEARINGS

BEARING 01 · DIAGNOSE

See where you stand

A fixed-fee audit maps your California exposure and traces every gap to the law — a clear picture and a ranked plan, not a stack of maybes.

→ THE COMPLIANCE AUDIT

BEARING 02 · STABILIZE

Reach safe ground

We work down every finding from the audit and close it — required plans, pay transparency, your handbook — before any becomes a demand letter.

→ THE FIRST 90 DAYS

BEARING 03 · SYSTEMATIZE

Build the system

We install the frameworks your managers run — coaching, documentation, escalation — while the risk, the reset, and the record stay with us.

→ FRACTIONAL HR DIRECTOR

BEARING 04 · ELEVATE

Chart forward

Org design, people strategy, and an executive scoreboard — CHRO-level guidance that turns a compliant company into a stronger one.

→ FRACTIONAL CHRO

119°14'W see where you stand → reach safe ground → build the system → chart forward

▲ N.B.V.C.

SHRM-SCP certified

MBA

Senior Director-level tenure

Veteran-owned

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COMPLIANCE-FIRST · STATEWIDE



THE FRACTIONAL CHRO — OVERVIEW

Contents

CHRO-level work, scoped to the engagement — the offer, the scoreboard behind it, the altitude it buys, and where it sits in the method. Four pages, in order.

The Fractional CHRO

01	The offer, the scoreboard, and the two shapes of the seat.	3
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The Scoreboard, in Plain English

02	A metric is an argument — and the climb is sold one rung at a time.	4
----	--	---

Scope & Altitude

03	What CHRO work builds, and what changes at this bearing.	5
----	---	---

The Method

04	Where the climb sits on the California Compass — and what you're buying.	6
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A compliant company— *turned into a stronger one.*

Org design, people strategy, and an executive scoreboard — CHRO-level judgment that converts people-data into decisions the CEO already cares about, in the CEO's own language.

THE SEAT • TIER 3 – FRACTIONAL CHRO & THE DEFENSE VERTICAL

Six to eight numbers — each one ends in a decision

LABOR COST RATIO

25%

→ the shape of growth

REGRETTABLE TURNOVER

5%

→ who we pay to keep

SUCCESSION COVERAGE

67%

→ where we hire ahead

ENGAGEMENT FAVORABILITY

72%

→ which managers need help

CRITICAL-ROLE VACANCY

45 days

→ where we're exposed

+ ONE STRATEGY METRIC

yours

→ the bet you're making

Illustrative figures. The core stays stable quarter to quarter — leading and lagging in balance, plus one rotating deep-dive. A number with no decision attached for two quarters comes off the page.

The Fractional CHRO

Custom engagement-scoped

Layered on the Director retainer once the machine runs — a standing CHRO cadence, or stood up for a transaction or the defense vertical.

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WHAT IT DELIVERS

- The Org Blueprint — levels, spans, succession, key-person risk
- Deal Room support for a financing, sale, or acquisition
- The Cleared-Contractor Brief — the defense overlay
- The Executive Scoreboard — six to eight numbers that decide

Chart forward. *Tell me where you're headed — a scoped engagement back within one business day.*

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The scoreboard, in *plain English*.

Capability, in the CEO's language: six to eight stable numbers, leading and lagging in balance — each carrying trend, cause, and decision, or it comes off the page. ●

WHY NUMBERS, NOT BINDERS

Risk is the wedge; capability is the product. Most companies under 200 employees sit at the first rung of the climb, with gaps — which is why an honest rung one and two outperforms any dashboard purchase. Each rung is sold on its own, and each one ends in decisions, not binders.

A METRIC

THE ANATOMY OF AN ARGUMENT

- THE CLAIM** A statement about the business — “we are losing the people we meant to keep.”
- THE MATH** Backed by a disciplined calculation — “regrettable” defined before anyone quits, not coded after.
- THE DECISION** Aimed at an action — a retention plan, a pay range, a structure change. A calculation without a decision is decoration.
- THE TEST** No action attached for two quarters — the metric comes off the page. ●

THE CLIMB

ANALYTICS MATURITY • ONE RUNG AT A TIME

- DESCRIPTIVE** Clean counts and rates, defined and trended — one data dictionary, one system of record.
- DIAGNOSTIC** Why the number moved — every metric cut by manager, tenure, and unit before it is presented.
- PREDICTIVE** What is coming — attrition-risk flags and demand forecasts, built on two-plus years of clean history.
- PRESCRIPTIVE** What to do — tested interventions with measured effects: “this retention action returns 3×.”

THE GOOD NEWS

← SEE PAGE 3

This is exactly what the CHRO seat builds.

The Org Blueprint levels the organization, the scoreboard argues from evidence, and the Deal Room and Cleared-Contractor Brief stand ready for the event that changes everything. That is the entire job of the engagement on page three.



THE EARNED ALTITUDE

What CHRO work builds — and what changes *at this bearing*.

Compliance is the cost of entry; capability is the advantage. With the floor poured and the machine running, HR finally earns its seat — and the work changes shape.

WHAT THE SEAT BUILDS

01

Org Blueprint

Levels, spans and layers, succession, key-person risk — the same leveling that underpins pay equity and SB 1162 ranges.

02

People Strategy

The strategic-HR disciplines, each answering one business question the CEO already cares about.

03

Deal Room

The HR workstream for a financing, M&A, or growth event — org, comp, contracts, classification: diligence-ready.

04

Cleared-Contractor Brief

The federal overlay on the California base — E-Verify, certifications, the defense ecosystem.

05

Executive Scoreboard

The six-to-eight-number core, stable quarter to quarter — leading and lagging in balance.

06

The Analytics Climb

Descriptive → diagnostic → predictive → prescriptive — sold one rung at a time, decisions at every rung.

WHAT YOU WALK AWAY WITH

→ A Seat That Earns Itself

People-data converted into executive decisions, expressed in the CEO's own language.

→ The Leveled Organization

Roles, spans, layers, and key-person risk — named, justified, and owned.

→ The Living Scoreboard

Every number carries trend, cause, and decision — or it comes off the page.

→ Renewal Assumed, Not Sold

The bearing's exit criterion: capability as the competitive edge.

THE CEO'S QUESTIONS

EACH ONE ANSWERED BY THE SEAT

"Can we afford to grow?"

→ LABOR COST RATIO

"Who are we about to lose?"

→ REGRETTABLE TURNOVER

"Who steps up if they quit?"

→ SUCCESSION COVERAGE

"Are we ready for the deal?"

→ THE DEAL ROOM

THE TWO SHAPES OF THE SEAT

The altitude is earned, not pitched. The question is what the moment calls for.

OPTION A

The standing seat

CHRO cadence layered on the Director retainer — org design, the scoreboard, people strategy, quarter by quarter.

LAYERED ON TIER 2 • SCOPED TO THE ENGAGEMENT

OPTION B • THE EVENT

The deal, the contract

A financing, an acquisition, a defense award — the Deal Room or the Cleared-Contractor Brief stands up for it, diligence-ready.

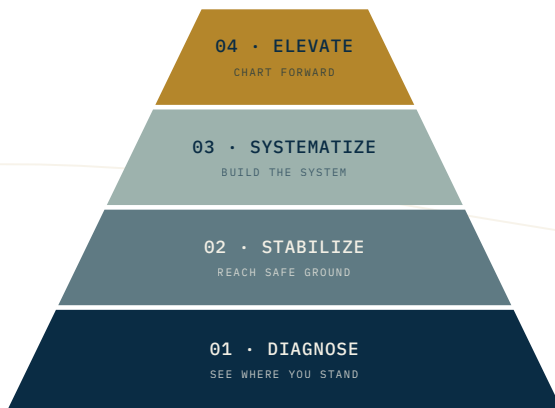
TRANSACTION & VERTICAL WORK • CUSTOM-SCOPED

→ *a compliant company, turned into a stronger one.*



A metric is *an argument*.

The California Compass runs in four bearings — diagnose, stabilize, systematize, elevate. Bearing 04 is the climb: a claim about the business, backed by a calculation, aimed at a decision — because frameworks that produce binders instead of decisions are administration wearing a nicer suit.



Every bearing stands on the one below it.

BEARING 04 — ELEVATE — IS THE FRACTIONAL CHRO

WHAT YOU'RE ACTUALLY BUYING

The seat isn't a title. It's the difference between HR reporting what happened and HR arguing what to do next — the organization leveled, the score kept, and the next big step already prepared for.

- **HR stops being overhead.**

Compliance is the cost of entry; capability is the advantage.

- **Every number ends in a decision.**

A hire, a structure, a pay range — or the metric comes off the page.

- **You're ready for the event.**

Financing, acquisition, or defense award — the file survives diligence.

CHART FORWARD

Earn the altitude.

You didn't get compliant to stop there. With the floor poured and the machine running, people-data starts driving the decisions that matter — and when the deal, the contract, or the growth event arrives, it finds you ready.

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