



Hoops HR Services Overview



Practical People Solutions for Growing Businesses

Hoops helps growing businesses solve people challenges by starting with the right strategy and executing it well. We combine experienced HR and recruiting professionals with modern technology to move faster, reduce risk, and deliver measurable results. From hiring and onboarding to leadership development and employee relations, Hoops supports teams across the entire employee lifecycle in a flexible, affordable way focused on outcomes.

The Challenges We Help You Solve

Growing organizations often face the same pressure points:

- ✓ Hiring takes too long and costs too much
- ✓ Turnover is high in critical roles
- ✓ New hires struggle to ramp up quickly
- ✓ Training is inconsistent or ineffective
- ✓ Employee relations issues create risk and distraction
- ✓ HR support is lacking or reactive instead of strategic
- ✓ Managers lack confidence and leadership skills

Hoops exists to help leaders address these challenges with strategy-led solutions and expert support that flexes based on what you need. The result is clear ownership and measurable impact.

Our Services at a Glance

Recruiting and Talent Acquisition

Cost-effective recruiting support grounded in upfront strategy. We help define the right role, align expectations to the market, and reduce the risk of wrong or missed hires. All services run through the Talent Platform, giving you full transparency, reporting, and AI-driven decision support.

- **Recruiting as a Service (RaaS)**
Ongoing, flexible recruiting support that scales up or down with hiring demand.
- **Executive Search**
Senior-level and leadership hiring with a consultative, high-touch approach.
- **Contained Search**
One-time recruiting solution for key roles, at a lower cost than traditional headhunters.
- **Hula AI Resume Matching**
AI resume screening and ranking to quickly surface best-fit candidates.
- **Hiring Process Support**
Job description refinement, phone screening, interview scheduling, offer support, and more.
- **Candidate Sourcing**
Active (job boards) and passive (targeted talent) sourcing to expand reach and quality.

Fractional HR Support

HR support for strategic or day-to-day needs, without the overhead of a full internal team.

- Fractional HR leaders and HR support teams
- Day-to-day HR management and guidance
- Employee relations and issue resolution
- Performance documentation and termination support
- Policy development, compliance, and HR best practices

Onboarding Experiences

Tailored onboarding workflows that help new hires become productive faster and stay longer. All automated through the Talent Platform.

- Role-based onboarding journeys
- Pre-boarding and Day One experiences
- Automated workflows and accountability
- Progress tracking and reporting
- Manager and cross-functional ownership

Survey Experiences

Customizable survey workflows designed to capture meaningful feedback and drive action. Fully automated through the Talent Platform.

- Engagement and pulse surveys
- Role- and department-specific surveys
- 360 feedback surveys
- Custom survey design and facilitation
- Actionable dashboards and reporting

Leadership Development and Coaching

One-on-one coaching and leadership development tailored to the real decisions and challenges leaders face.

- Executive and leadership coaching
- Manager development programs
- Resilience and delegation training
- Keynote speaking and facilitated sessions
- Leadership and C-suite off-sites

Talent Reviews and Team Assessments

Guided assessments and reviews to strengthen leadership seats and team effectiveness.

- Impact-focused talent review workshops
- Succession-focused discussions
- Personality and team assessments (including Hogan, DISC, etc.)
- Leadership and team alignment sessions (including 360 reviews)

Performance Management Solutions

Clear structure to support accountability, growth, and confident decision-making.

- Performance review frameworks (PIPs)
- Goal setting and evaluation tools
- Documentation support
- Manager coaching and guidance

Market Insights and Strategy Support

Strategic guidance grounded in real labor market data.

- AI-Powered Market Insights Reports
- Compensation and labor market insights
- Talent strategy advisory
- Hiring and workforce planning support



See our Client Testimonials →



Read our Client Success Stories →



Google Rating
4.9 ★★★★★

4.9 (800+ Google Reviews)

Let's Build and Protect Your Winning Team

Schedule a free discovery call to explore how Hoops can support your hiring, leadership, and people strategy goals.

Schedule a Free Discovery Call



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