



HR FULL CIRCLE



Making Work Better

GO FULL CIRCLE

At HR Full Circle we help you solve your toughest, most ambiguous people-problems, so you can focus on business results. We help you go full circle: **hire** top talent, **design** high-performing teams, **inspire** your team for results, **develop** future leaders, **diagnose** people-problems and continuously **evolve** for the future.

Our mission is to make work better by helping you hire, inspire and engage your team. Better jobs, better managers, better work, better life!

COMPANY OVERVIEW

Founded in 2019, HR Full Circle is an award-winning management consulting firm. We have served over 75 clients across a wide range of both for-profit and non-profit industries.

We call Springfield, Illinois home but serve clients across the US, offering small business HR solutions for teams of 2-200, and more strategic talent optimization solutions for companies 200 employees and above. A sample of our solutions is listed to the right, we can tailor solutions to your business needs.

CONTACT

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TALENT SOLUTIONS CAPABILITIES



People-Data Solutions with Predictive Index (PI)

As a certified PI partner we design jobs, hire for fit, unlock leadership insights, build team collaboration, and align teams to their business strategy using powerful people-data. Knowing yourself, your team, your strategy and blind spots optimizes your ability to achieve results!



Leadership... with Confidence

Your front-line managers supervise 80% of your workforce, and they aren't equipped to lead, people will leave. First-time managers are developed through key experiences, new skills and feedback. It's essential that front-line leaders learn how to set goals, hire and onboard, improve performance and manage their time in new ways.



Recruitment + Executive Search

We dive into deep your business to identify, engage and qualify candidates and find the right fit. We start with a detailed intake to understand your employment value proposition. Then we reach far and wide to build a pipeline of qualified and interested candidates.



Employee Engagement

We offer user-friendly, measurable and action-oriented approaches to improve employee commitment to their job, manager, team and culture. We can measure engagement, help managers take action and train leaders to make continuous improvement that drives results.



Talent Review

Assess, develop and mobilize top talent with our 9-box talent review and calibration tool, career conversations guide, succession planning tools and individual development plans for up-and-coming leaders.

CERTIFICATIONS

- Senior Professional in Human Resources (SPHR) since 2008
- Predictive Index Practitioner Certification, since 2012
- Strategic Workforce Planning since 2015
- Recruiter Academy Certified Recruiter (RACR) since 2016
- Predictive Index Certified Partner since 2019
- WorkDove Coach and Referral Partner since 2019
- Certified Talent Optimization Leader since 2020
- HR Full Circle is a woman-owned business (WBE)

SERVICE

- Board member, Women Entrepreneurs of Central IL since 2020
- HR Expert-in-Residence, University of Illinois Research Park since 2021
- Advisory board, Innovate Springfield since 2021
- Springfield Business Journal Columnist since 2022
- President, Women Entrepreneurs of Central Illinois, 2022
- Board member, Habitat for Humanity of Sangamon County since 2022
- Winner, Best New and Emerging Business, WE-CI, 2021
- Advisory Board, Central Illinois Customer Service Association, since 2024