

*Where people strategy meets workplace reality.*

## Your team knows how to do the work. They just can't work together.

### WHAT I DO

I help companies fix what's actually driving friction, disengagement, and turnover. Not policy. Not training programs people forget by Friday. The real work: **why people react the way they do, how they communicate, and how to get a team that's fractured back on the same page.**

*Two teams that can't get along - and the managers spend all their time as peacemakers. A manager who was great at the work until they had to manage people. Turnover that keeps surprising leadership - by the time someone leaves, it's already cost you. Communication that runs in circles and never resolves anything. Any of these situations sound familiar? I can help.*

### HOW IT WORKS

#### Step 1: Name it accurately.

I identify the pattern driving the friction — not just the symptom everyone can already see.

#### Step 2: Understand the reaction.

I help people understand why they respond the way they do, where it comes from, and what it's costing the team.

#### Step 3: Work through it plainly.

Plain language. No jargon. Work through it in a way everyone in the room can actually use.

#### Step 4: Build something stronger.

New habits. The pause before reacting. Skills that change how people work together — not just in the session, but on a Tuesday.

### WHO THIS IS FOR

- For companies, typically 20–200 employees
- Leadership teams who know something is off and need someone without a stake in the outcome to say what it is
- Organizations that already invest in their people — and want that investment to actually hold

### LET'S TALK

Book a free consultation at

[oncehub.com/Unmanaged](http://oncehub.com/Unmanaged)

[unmanagedpeople.com](http://unmanagedpeople.com)

[elizabeth@unmanagedpeople.com](mailto:elizabeth@unmanagedpeople.com)

**The giveback model.** Every company engagement makes it possible for someone who can't afford this work to get it anyway. I reserve a portion of my practice for pro bono sessions with individuals navigating difficult workplace situations on their own — people who need someone in their corner and have no access to that kind of support. Company clients make that possible. **I tend to work with companies that believe that matters.**

### BACKGROUND

26 YEARS IN HR LEADERSHIP AND STRATEGY

MANUFACTURING | EDUCATION | MEDICAL | GOVERNMENT | NONPROFITS | STAFFING | SERVICES | RETAIL + MORE

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