

LEEPHR SERVICE OUTLINE

Talent Management & Cash Flow Strategy

Company Description

LeepHR helps business owners build, grow, and retain high-performing teams by optimizing their hiring processes, operational systems, and cash flow management strategy for them to grow without overwhelm.

Our Mission

We want you to gain better control of your operations to maximize your scalability. It is our mission to develop business startups into structured organizations and scale them into 7-figure corporations, because every CEO deserves the chance to create generational wealth and leave a legacy for their family.

Our Vision

Our vision is to become the leading reference for minority CEOs to staff, manage, and develop their teams for better organizational growth and scalability in the next 10 years!

Our Agenda

LeepHR values converting workers into business owners and developing their businesses to steadily increase the number of successful CEOs in minority communities and inspire change.

You

We view every engagement as the start of a long-term partnership, focused on delivering better effectiveness and efficiency for your teams and business overtime. Scroll down to view our process!



HEY CEOs!



SERVICE PREVIEW

JUST FOR YOU!

OUR SERVICE PROCESS

1. Identify your biz challenges, needs, and goals
2. Audit your cash flow, staff, and operations
3. Identify areas of opportunity
4. Develop a plan to help you overcome challenges & achieve goals
5. Help you manage new implementations and changes

OUR SECRET SAUCE:

Your biz has challenges for 1 or 3 reasons:

1. Holes or gaps in your operations
2. Clogs or jams in your operations
3. Something you need to stop or start doing

We follow a gradual development process to identify those reasons & create long-lasting solutions for CEOs:

Learning.

First, we gather all the data we can to assess your biz needs & capture any patterns that will help reveal vulnerabilities or vacancies in your operations. **(Discovery)**

Once revealed, we move on to research & collect relevant information to tailor solutions to your unique biz needs. **(Research)**

Planning.

We create actions steps & prioritize them to map out the strategies for your plan into a productive timeline with deadlines. **(Mapping & Organizing)**

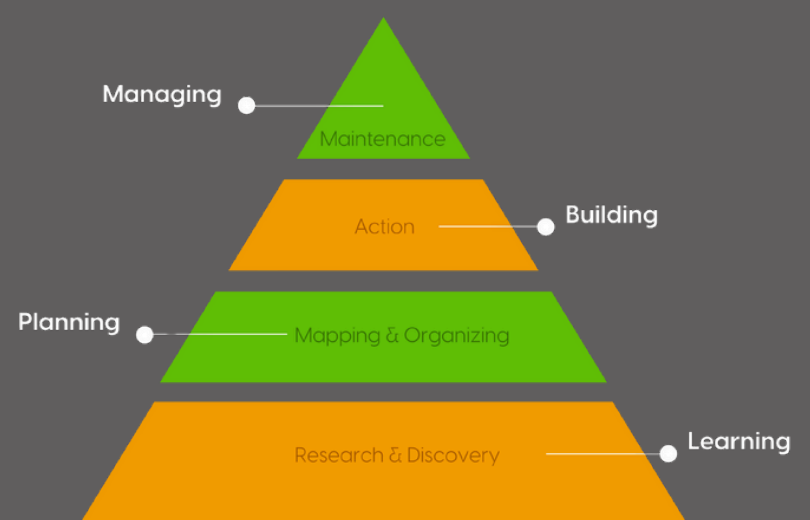
Building.

This is where we take action on your plan. All data has been collected, strategies have been developed, and steps have been ordered and outlined. It's time to execute! **(Building)**

Managing.

"CEOs this is where you breathe! You did it!" Operations have been reinforced, streamlined, and resolved of any vulnerabilities or vacancies. You can start to feel the relief of a smoothly ran operation and productive team. We will help you manage and sustain this new system, and even scale it once it starts producing more for your biz! **(Maintenance)**

THE FOUR PHASES OF DEVELOPMENT



A CEOs PASSAGE TO CONTROL

SCHEDULE A
CALL TODAY!



"YOUR BIZ SOLUTIONS ARE ONE LEEP AWAY"

INTRO TO SERVICES

YOUR BIZ CHALLENGES

- **Burnt Out** & Overwhelmed From Workloads
- Missing Deadlines
- **Not Happy** with Staffs' Job Performance
- Can't Retain Staff/ You Have **High Turnover**
- **Uncertain** of How to Train New Hires
- Having Difficulty Making a **Profit**
- Don't Know Where the **Money** is Going

SOLUTIONS

- Develop a Workload Planning Strategy
- Streamline Processes & Workflows
- Create Staffing & Training Programs
- Create Performance Management Programs
- Create a Monthly Operational Budget
- Plan and Track Business Cash Flow
- Calculate Sales Projections & Cost Forecasts

BARRIERS

- Underperforming Teams
- Low **Availability** for Operational Planning
- Lack of **Guidance** or Direction
- No Access to Sufficient **Management Tools**

OUR SERVICES

- **Workforce Planning** & Staffing Strategy
- Recruiting, Training, & Talent Development
- Performance Management Coaching
- **Operational Management** Coaching
- Organizational Development
- Employee Relations & Retention Planning
- **Financial Management** Planning & Strategy

BENEFITS

- Gain Full **Control** of Your Operations with Streamlined Systems & Routines
- Hire the Right People for the Job
- Teach New Hires Effectively the First Time
- Work With Reliable **Super Teams**
- **Stay Ahead** of Your Finances
- Grow Your Business & Position It to Scale

THE GOAL

Develop effective teams and productive work environments that complete more work in less time, and gain better **control** of your business.

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BREAKDOWN OF SERVICES

WORKFORCE PLANNING

- Staffing Design
- Job Role Outlines & Descriptions
- Org Charts
- Compensation Research
- Payroll Budgeting

RECRUITING

- Job Ad Posting Strategy & Budgeting
- Timeline & Deadline Scheduling
- Interview Structure & Process Strategy
- Selection Method Strategy

TRAINING DESIGN

- Learning Styles & Training Method Strategy
- Training Material Design
- Training Schedules & Itineraries
- Training Assessment Strategy
- Testing Period Scheduling

TALENT DEVELOPMENT

- Professional Development Programs
- Staff Deployment Strategy
- Career Development Strategy
- Leadership Development

PERFORMANCE MANAGEMENT STRATEGY

- Performance Measurement Outlines
- Key Performance Indicator Utilization
- Performance Metric Guideline Documents
- Performance Reports and Tracking Systems
- 1-on-1 Meeting Structures & Strategy
- Disciplinary Process & Reward System

WORKLOAD MANAGEMENT STRATEGY

- Workload Planning Strategy
- Team Scheduling & Assignment Guides
- Time Management & Planning
- Productivity Tracking & Monitoring

ORGANIZATIONAL DEVELOPMENT

- Strategic Planning & Development
- Process Improvement
- Change Management Coaching
- Employee Relations
- Employee Retention & Talent Development

FINANCIAL MANAGEMENT STRATEGY

- Operational Budgeting & Resource Allocation
- Cash Flow Management & Analysis
- Cost Forecasting
- Financial Tracking and Reporting
- Sales Strategy and Benchmarking

CUSTOM PRODUCTS

ORGANIZATIONAL GROWTH TOOLS

- Staffing Guides & Blueprints
- Operational Budget Planner & Calculator
- Cash Flow Planner & Tracker
- Finance Reporter & Tracker
- Sales Projection Calculator

TALENT MANAGEMENT PROGRAMS

Custom management programs created for businesses to manage and develop their teams and operations. Most CEOs don't have playbooks in place for staffing, training, or any other employee management processes. We create custom systems for you to confidently manage your teams where you need it the most.

TALENT MANAGEMENT & CASH FLOW STRATEGY

BACKGROUND

EDUCATION

- Bachelors of Science
- Florida State University
- Management
- Concentration in HR
- May 2017

RELEVANT EXPERIENCE

- 5 Years in Recruitment & Talent Acquisition
- 7 Years in Leadership: Operations, HR, and Sales Management
- 5 Years in Retail Department Management
- 2 Years in Supply Chain Management
- 10 Years in Human Resources

ASSOCIATED TASKS

- New Hire Orientation, Onboarding & Training
- Performance Coaching & Talent Development
- Budgeting & Managing Team Schedules
- Workload Planning & Productivity Tracking
- Generating Sales & Performance Reports
- Reporting Sales Benchmarks & Performance Data
- Coordinating Disciplinary & Termination Processes
- Coordinating Employee Retention Programs

CAREER HIGHLIGHTS

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Senior HR & Finance Assistant JCPenney Supply Chain

Resolved a \$200,000 payroll deficit by backtracking and auditing 6 months payroll records in excel.

Staffing & Performance Management Specialist NGA HR, Alight company

Designed custom excel macros to organize data from mass downloads for performance reports and merit plan imports.

HR Partner Amazon

Designed a regional leadership training program for Supply Chain Operation Managers to improve team management strategies.

Operations & Sales Department Manager JCPenney Retail Stores

Achieved an annual sales increase of 9% from -6% to 3% within 7 months, between February & October, and a total 12% increase for the fiscal year.

Associate Business Consultant Kognitiv IT Services

Configured merit plans and bonus program automations and security groups via Workday

Configured Workday reports for learning course completions and employee records

Business Management Consultant Telemaque Creative Agency

Created a workforce plan and org chart to outline staffing goals. Hired an Executive Assistant & Sales Assistant to support the CEO partners.

WORK SAMPLES & RECOMMENDATIONS



This staffing checklist prevents you from hiring prematurely and skipping necessary steps in the staffing process. [Download Here!](#)



Tyese Kimble
Tyese Kimble, Financial & Business Solutions LLC
★ Highly Recommended

"If your business struggles with cash flow, Troy is the expert you need. I watched him break down a cash flow analysis for a small business, and it was a game-changer. Many owners don't budget properly, risking financial instability. Troy makes the numbers clear, actionable, and strategic—helping you stay ahead. Connect with him to take control of your cash flow and make smarter business decisions!"

Like 3 Save Refer

Shaun Donovan
Bright Ideas Consulting LLC
★ Highly Recommended

"Troy has a range of solutions to help mid-sized businesses achieve efficient operations. He is knowledgeable and takes time with each client to get to know their needs before recommending a solution."

Like 2 Save Refer

Nadia Nelson
MFoxx Consulting
★ Highly Recommended

"I highly recommend Troy for his expertise in operational efficiency, as well as talent acquisition and optimization. He is incredibly supportive, insightful, and committed to helping others succeed."

Like 2 Save Refer

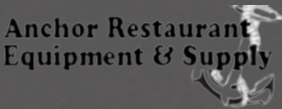
Candace Barry
Royalty Travel & Tours

"Meeting with Troy was such an enjoyable experience. He is a very dedicated and motivated professional offering a wide range of services from Financial planning, budgeting, business consulting and even Project Management services. If you need assistance with scaling and staff training, I highly recommend working with him!"

Like 1 Save Refer

TROY SUDEALL | TALENT MANAGEMENT & CASH FLOW STRATEGY

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WHAT DO YOU WANT FOR YOUR BIZ?

EFFECTIVE TEAMS

SMOOTHLY RAN SYSTEMS

OPERATIONAL BUDGETS

LOW TURNOVER

PRODUCTIVE WORK ENVIRONMENTS

FACTS

Employees are the backbone of every business.

- The better they are managed, is the better your business will run and grow

Here are 3 ways to retain employees:

- Pay them their value at or above market levels
- Invest in their professional development
- Engage them regularly & create a safe work environment

Here are 3 ways to train employees:

- Pay them their value at or above market levels
- Invest in their professional development
- Engage them regularly & create a safe work environment

OUR AGENDA FOR CEOs

We aim to empower you to feel confident while:

- Staffing your business
- Managing your team
- Making strategic decisions to grow your business

We will help you:

- Map out a staffing plan
- Attract, hire, develop, and retain top talent
- Strategize new business initiatives to scale your biz

We want to scale your business in this order:

1. Structure & develop your staff
2. Streamline your processes & increase your productivity
3. Strategize sales development, financial management, and succession planning.

STATS

92%

of entrepreneurs identified Talent Management (Productivity & Turnover Issues) as their top priority!

61%

are stuck in paralysis and have not taken the first step to change their strategy for managing talent.

-PWC SURVEY

REMINDER FOR YOU

“THE SECRET OF GETTING AHEAD IS GETTING STARTED”

-MARK TWAIN

COMMON CEO FEARS

Attracting and Retaining Top Talent

- Wrong Hire Selections
- High Employee Turnover
- Wasting Payroll Dollars
- Overspending on Recruiting

Aligning Talent to Company Strategy

- Low Opportunities for Internal Promotion
- Added Pressure to Find Outside Talent for New Leadership Roles

Managing Organizational Change

- Overextension of Allocated Time, Money & Staff
- Increase in Employee Overwhelm & Disengagement
- Decline in Employee Morale & Productivity

OUR SIMPLE PROCESS



“WE HAVE THE STRATEGIES & SOLUTIONS”

FREE INQUIRY



TAKE THE LEEP



SCHEDULE A
CALL TODAY!



“YOU DESERVE ANSWERS!”

LEEPHR.COM



Troy Sudeall

Welcome! Please add an event to my calendar to discuss your business challenges.



Free Inquiry



Ask questions to gain clarity and move forward.



Strategy Call



Virtual Consultation to discover critical actions and objectives required to overcome your business challenges.



Work Session



Intensive 2.5-hour session to dive into your systems, review your strategy, walk through processes, carry out tasks, and address barriers to a specific business need...



VIP Day



Intensive 6-hour session to analyze business data, create growth strategies, and overcome challenges for a select list of business needs.

Strategy Call