

## What is Talent Hat?

Talent Hat supports startup founders as they build and scale to make clear, deliberate people decisions without adding unnecessary process or slowing momentum.

In fast-growing businesses, culture, leadership behaviours and ways of working are forming every day. Early choices about hiring, roles and expectations quickly become embedded, and when they're left unclear, problems compound.

Talent Hat helps founders bring clarity early, reduce rework later, and build the people foundations that support faster growth and stronger performance as the business scales.

## Why work with Talent Hat?

Talent Hat acts as a trusted partner to founders and CEOs, helping them make confident people decisions early, before problems become expensive or distracting.

## When should you work with us?

Founders understand technical debt. Talent debt works in the same way. Culture, leadership and ways of working are forming every day as the business grows. When these decisions aren't made deliberately, talent debt builds quietly and shows up later as drag, friction or rework.

Signs talent debt is building:

- Growth is outpacing leadership capability
- Performance feels uneven or overly dependent on individuals
- Culture feels unclear or is starting to drift
- Hiring decisions feel reactive or risky

## How do we help?

### Clarity & Diagnosis

Root-cause diagnosis across talent, leadership and culture to surface what really matters.

### People Strategy & Design

Shaping coherent talent strategies that clearly support business priorities.

### Leadership Development

Designing leadership behaviours, expectations and culture initiatives that can be embedded in practice.

### People Leadership (Fractional)

Additional senior capacity to lead the people work that is hard to prioritise internally.

### Facilitated Workshop Sessions

Focused workshops that create clarity and alignment on complex people and talent challenges.

### Investor & Board Support

Preparation, insight and materials to support board and investor conversations.



## Sarah Roché | Founder

I work with leaders when people decisions start to feel complex or stuck. My role is to bring clarity to what's really happening beneath the surface and help leaders make better decisions before problems compound.

I've seen first-hand how small people decisions compound as companies scale, and I help founders avoid costly mistakes early.

If you're scaling and want confidence in your people decisions, let's talk.