

## What is Talent Hat?

In complex organisations, talent challenges are rarely about missing tools or frameworks. They are about clarity, alignment and the ability to progress strategic work alongside day-to-day operational demand.

Talent Hat works with CPOs and senior HR leaders to provide independent insight and strategic capacity to diagnose what's really happening, shape talent strategies aligned to business priorities, and do the work required to move them forward.

The work complements internal teams by bringing senior judgement, independent perspective and focused capacity where it matters most.

## Why work with Talent Hat?

Talent Hat acts as a strategic extension of the People function. I do the analysis, design and groundwork that is difficult to prioritise internally, enabling you to lead the narrative, influence decisions and drive outcomes with confidence.

## How do we help?

### Insight & Diagnostics

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

### Talent 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.

### Strategic Capacity (Fractional)

Additional senior capacity to progress work that is hard to prioritise internally.

### Facilitated Workshop Sessions

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

### Board & Executive Support

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

## When should you work with us?

- Ongoing people issues despite multiple initiatives
- Leadership capability or behaviour gaps
- Culture misalignment during change or growth
- Talent activity that feels busy but not joined up
- Limited capacity for strategic people work
- Board or ExCo scrutiny on people outcomes

### 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'm most effective where issues are messy rather than theoretical. I don't bring frameworks for their own sake. I focus on uncovering root causes and helping organisations take action that genuinely changes how they operate.

Brands I've supported:



If you need strategic capacity and clarity without adding permanent headcount, let's talk.