

HR Sparring in a *Phase of Change*



Customer Pocket Story

torq.people

Duration: Since 01/2024



“The sparring with the HR expert from torq.partners helped us to tackle urgent issues and challenges more efficiently.

At the same time, we benefited from practical support. I think almost every company can use this kind of sparring.”

Eva Eilzer
HR Manager

Project Scope

Sparring HR Manager

Use Cases

- Freihoff Group has been in an M&A phase with the aim to find a strong partner with whom it can grow organically and through add-on acquisitions.
- While being on that journey Freihoff Group hired an HR Manager who should lead all HR topics with the goal to first stabilize the basics and secondly support growth with scalable processes.

Industry

Security Technology
and Electronic Industry, Infrastructure



Problem

- The **HR Manager joined the organization in a phase of change** and faced the unique challenge of navigating change without peer support in management or elsewhere.
- The **role demanded strategic thinking, adaptability, and the ability to educate** others on HR's value.
- The **Manager had to stabilize and build HR processes**, balancing immediate needs with long-term organizational goals, while advocating for HR's strategic importance in driving success through effective people management and development.



Solution

- To address the above challenges, the HR Manager engaged in **regular sparring sessions** with us on current topics, challenges, and goals concerning HR and the current company development.
- Additionally, we provided **hands-on support** to ensure critical tasks were completed efficiently, demonstrating HR's practical value while building essential processes.
- Tasks included e.g. **analyzing suitable HRIS and ATS solutions**, structuring and prioritizing the **HR Managers tasks** or creating **HR documents**.



Impact

- We ensured a **good onboarding experience for the HR Manager**.
- We engaged in an **exchange on relevant HR topics** within the Freihoff Group in order to drive forward the development of this area.
- As part of this **sparring** we embraced our role as an **active listener**.