




Y O R R P E O P L E



YORR PEOPLE
help businesses like
yours take the hassle
out of HR, so you can
focus on growing
YORR BUSINESS and
YORR PEOPLE.

About Yorr People

Founded in 2024, Yorr People Ltd is a HR/People Consultancy & Coaching business.

We offer generalist HR/People services and solutions to small to medium sized businesses across various business sectors and industries.

We understand that, for an SME, HR can be hard, complex, frustrating and costly.

And let's face it, people can be tricky.

Yorr People provide the knowledge and skills you need to progress your People Agenda as part of your business strategy, and help you save time, money and mitigate risk.

When business creates people challenges, we provide tailored solutions.

We're here to help when you need it, allowing you to do what you do best.

For Yorr Business & Yorr People



About Me



CIPD



BAKKAVOOR



NHS

BRANSTON



Hi, I'm Rachel.

I've developed my career over the last 20+ years through sheer hard work and determination to succeed. Having spent the last decade in senior roles, supporting management & leadership teams, I have gained the confidence to follow my dream of running my own consultancy business.

I have a BA in HR Management, I'm a Chartered Fellow of the CIPD and I am an ILM Level 7 qualified Executive & Senior Level Coach & Mentor.

I have worked in businesses of various sizes (120 to 1900), operating in various industries (farming/fresh produce, food production/manufacturing, hospitality, NHS), and my preferences and strengths lie in fast-paced environments where I can make a real difference.

My goal is to truly partner with clients, really listen to their needs and provide simple, authentic services with personality.

Our Core Values

Embracing Simplicity

At Yorr People, we believe that simplicity is the key to effective solutions. Our approach demystifies the complexities of HR Management, making it easier for businesses to navigate their challenges.

Championing Authenticity

Authenticity is at the heart of who we are. Yorr People empowers organisations to remain true to their values and culture, fostering an environment where genuine connections thrive and employees feel valued.

Celebrating Personality

We understand that every business has its unique personality. Yorr People is committed to helping you embrace and enhance your distinctiveness, creating a work environment that reflects your true identity.
We'll show up with personality too!

For Your Business & Your People

People Solutions for Business

Yorr People are here to support you, your business and your people with all your HR & People needs, when you need it. Ad hoc or retained service options, tailored to your needs. Let Yorr People be your trusted HR Partner.

Strategic Partnership

We will be your Strategic People Partner. Collaborate with us to develop and implement strategic people plans & initiatives that align with your business values & goals. Project or retained options, tailored to your needs.



Coaching

Enable high performance through professional development and career coaching. For teams and individuals. Tailored strategies for growth. Empower employees to achieve their full potential, driving business success while fostering a culture of continuous improvement and engagement.



Yorr People Services

- ✓ Fractional HRD / Strategic Support
- ✓ Subscription or On-Demand Advice, support & resources
- ✓ Independent Investigator or Hearing Chair
- ✓ Values Development & Cultural Change
- ✓ Support for Business Growth
- ✓ Change Management / Managed Processes
- ✓ Project Delivery / System Implementation
- ✓ Employee Engagement Strategy
- ✓ Managed HR Administration / HRIS Implementation
- ✓ Surveys & Polls - bespoke design, admin, data & action planning
- ✓ Policy Development & Management Frameworks
- ✓ Talent & Performance Management
- ✓ End-to-end Recruitment / Employee Life Cycle
- ✓ Learning & Development / Management Capability
- ✓ Compliance Audit / Labour Provider Audit
- ✓ Audit Preparation - Ethical (SMETA), Customer
- ✓ Individual, Team & Executive Coaching & HR Mentoring
- ✓ Psychometrics, Personality Profiling & Feedback

Yorr People Clients



Working in Association with The Centre for Management & Business Development, CMi Centre:



Yorr People Partnerships



Why HR should have a 'seat at the table' in small business

- **People decisions *are* business decisions** — growth, performance and culture all depend on them.
- **Early HR involvement prevents firefighting** and reduces legal, financial and reputational risk.
- **SMEs face the same legal obligations as corporates**, but without the internal infrastructure.
- **Poor people decisions cost more than HR support** — turnover, absence, conflict, and capability issues drain time and profit.
- **HR sees what other directors can't** — the people impact of commercial decisions.

“You can't deliver your business plan without the right people, in the right roles, performing at the right level.”

The Strategic Value of HR

- **Protects the business:** compliance, fair processes, reduced tribunal risk.
- **Improves performance:** clear expectations, accountability, coaching for managers.
- **Supports change and growth:** structure, workforce planning, culture alignment.
- **Enables better decisions:** data on turnover, absence, hotspots, capability gaps.
- **Flexible options for SMEs:** consultant, fractional HRD, NED, or senior oversight for internal HR.

“HR at the table gives you confidence, reduces risk, and directly supports growth – without needing a full-time hire.”



THANK YOU

rachel@yorrpeople.co.uk

www.yorrpeople.co.uk