

# Consultation

## Strategic Partnership for People-Centered Organizations

Consultation with Melliam is a strategic partnership for organizations and the leaders who shape them — designed to build talent programs that are thoughtful, sustainable, and built for the people they serve.

### What to Expect:

- ✓ A strategic thought partner who listens deeply and sees what others miss
- ✓ Solutions that are supportive, practical, and designed to empower people
- ✓ Expertise grounded in adult learning and talent lifecycle design
- ✓ A track record of award-winning, people-centered programs with impact

## Areas of Consultation

### Onboarding & New Hire Experience

First impressions shape everything, and intentional onboarding helps people feel seen, supported, and set up to succeed from the start.

### Performance Management

Performance conversations can empower and transform. Leverage frameworks that make feedback, growth, and accountability part of how people work every day.

### Manager Development

Managers are the most influential people in any organization. Equip your managers with the tools, language, confidence, and clarity to lead with intention.

### Employee Engagement & Retention

People stay where they feel valued and heard. Implement strategies to listen better, respond with insight, and build lasting commitment.

### Offboarding & Workforce Transitions

How an organization handles endings says everything about its values. Create thoughtful, dignified processes that support people through change with care.

### Mentorship Programs

Connection encourages growth. Mentorship accelerates it. Tap into your team's potential and empower high performers to cultivate excellence in others through mentorship.

### Belonging, Culture & Inclusion

The strongest cultures are built on purpose. Design programs and practices that make belonging and inclusion real — not just stated.

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## How We Work Together

Consultation with Melliam is designed to meet you where you are.

### Retainer Partnership

**For organizations that want consistent, embedded strategic support over time.**

A retainer engagement provides ongoing access to Melinda's expertise — think of it as having a senior talent development advisor in your corner, without the overhead of a full-time hire.

**Best for:** Organizations navigating ongoing people and talent challenges, building programs across multiple areas, or wanting a steady thought partner through a season of growth or change.

### Project-Based

**For organizations with a specific program to design, assess, or launch.**

A project engagement is scoped to your goals, your timeline, and your team — with clear deliverables and a defined path forward.

**Best for:** Organizations with a specific initiative in mind and a need for focused, expert guidance to bring it to life.

Scan to Book a  
Discovery Call



## Pricing

Consultation is custom by nature. Reach out to start a conversation about what the right engagement looks like for your organization.