



SENTINEL

A photograph of a wooden boardwalk with railings leading towards a beach and the ocean. The sky is a mix of soft pinks, oranges, and blues, indicating sunset or sunrise. Tall grasses are visible on the left side of the boardwalk.

Sentinel HR Consultancy

Unbiased Solutions Founded in Transparency and Authenticity

At Sentinel, we believe great organizations are built on strong people practices. Our human resources consultancy delivers dynamic, high-impact solutions tailored to your unique needs. Grounded in collaboration, technical excellence, and strategic alignment, we function as both your internal HR partner and external advisor—supporting your business objectives while upholding the highest standards of service.

We empower organizations by integrating scalable HR infrastructure, leadership development, talent strategy, and compliance expertise. Through innovation, responsiveness, and measurable impact, our model helps optimize operations, elevate performance, and create lasting workplace value.

Built to be more than a broker

SERVICES

Organizational Needs Assessment

- Evaluation of strategy, talent, and operational structure
- Culture assessments and transformation
- Employee engagement surveys and action plans
- Executive summary with strategic initiatives and actionable recommendations

Executive People - First Strategy

- Executive coaching
- Mentorship and leadership development
- Communication and influence training
- Leadership team building and alignment
- Culture enhancement and values integration

Organizational Strategy-Because people strategy is business strategy

- Organizational Chart and departmental structuring
- Data-informed decisions using leadership dashboards
- Role clarity through job descriptions and task alignment
- Workforce planning and strategic staffing
- Compensation analysis and market benchmarking
- Culture-shaping initiatives
- Data driven systems and platform integrations
 - AI applications to optimize HR functions
 - People analytics to guide strategic business decisions

Talent Acquisition and Retention

- Candidate sourcing and identification
- Job posting, screening, and shortlisting
- Targeted, confidential candidate search
- Full recruitment lifecycle management
- Initial candidate interviews and conversations
- Culture Index assessments and summaries
- Employer brand strategy and messaging
- Implementation of performance management systems
- Engagement and recognition platforms
- AI-powered engagement tools

Compensation and Benefits Strategy

- Compensation benchmarking and structure design
- Executive pay and total rewards consulting
- Pay transparency and equity compliance
- Benefits design and vendor management

Compliance and Employment Risk Management

- Employee handbook and policy/SOP development
- Workplace safety protocols and investigations
- Full lifecycle employment law compliance
- Grievance investigation, resolution, and training
- EEOC best practices and risk mitigation

Each service can be delivered independently or as part of a fully integrated strategy. Our flexible model ensures targeted support or end-to-end partnership—whichever best serves your organization's goals.

PACKAGES AND RATES

Standard Hourly (Non-bundled)

\$200 / hr.

On-Site Retainer (20+ hrs/month)

\$175 / hr.

Remote Retainer (20+ hrs/month)

\$150 / hr.

Discounted Retainer* (20+ hrs/month)

\$125 / hr.

**Available for clients already engaged with Sentinel's Property and Casualty or Benefits divisions (remote or on-site).*

CONTACT



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