

HR
LAB

BOOKLET · 2025 EDITION

The whole practice
in 24 pages.

Designed for business,
driven by *people*.

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An international HR consultancy, working for leaders.

HR Lab supports organisations that want to turn their people function into a real driver of performance. Our team brings together consultants from many sectors and several continents, who combine strategic vision with a practical sense of execution.

We work across the whole employee lifecycle: hiring the right people, developing talent and leaders, shaping the organisation, anchoring a culture of engagement. Every engagement is tailored to your context and followed through to measurable results.



01

Our mission

To make HR a strategic engine of business success. We help clients attract, develop and retain exceptional talent, and build cultures where people and performance grow together.

02

Our approach

Listen before recommending. We combine time on the ground, data analysis, people analytics and global best practice to design solutions that fit your reality, not off-the-shelf models.

03

Our commitment

Stay with you to the end. We don't just hand over recommendations: we roll them out with your teams and measure their impact over time.

04

Our reach

From our Paris office, we work in more than 24 countries across 5 continents, in French, English and Spanish.

An international HR consultancy, we help leadership teams attract, develop and retain the talent their success depends on, in more than 24 countries.

24+

countries

5

continents

8

practices

3

working languages



01

International perspective

Global expertise with local insight, across 24+ countries and 5 continents.



02

Multi-sector experience

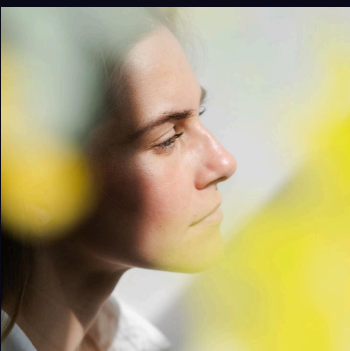
Teams who have worked across many sectors, so ideas cross over and off-the-shelf answers stay out.



03

Measurable outcomes

Every engagement is framed by clear indicators, tracked over time.



04

Partners to the end

We stay with you through implementation, not just for the recommendation.

A silhouette of a person walking away from the viewer towards a bright, glowing light source in the distance, creating a long, straight path. The background is a warm, orange-red gradient. The number '02' is prominently displayed in a large, orange, sans-serif font on the left side of the image.

02

OUR SERVICES

Eight practices for every HR challenge.

From recruitment to coaching, from performance to culture: each practice can be used on its own or combined with others, depending on your priorities.

Culture & engagement, coaching & leadership and performance sit at the heart of our expertise: three levers that transform an organisation for good.



CULTURE

Culture & engagement

Culture cannot be decreed. It is built, one behaviour at a time.

We help leadership teams make their culture clear, desirable and lived every day. We start from what your teams actually experience, define the behaviours that will make the difference, then anchor them in your rituals, your managers and your HR processes.

WHAT WE DO

Culture diagnostic

Employee listening, leadership interviews and pain-point analysis to measure the gap between stated and lived culture.

Values and key behaviours

Turning purpose into a few concrete, observable behaviours shared at every level.

Listening and engagement

Surveys, pulses and team action plans to track engagement over time and act where it matters.

Change management

Communication journeys, internal ambassadors and leaders who role-model, so practices change for good.

WHAT YOU GET

An explicit, shared culture

Managers who carry the change

Engagement that is tracked and rising



LEADERSHIP

Coaching & leadership

Leaders who grow help their teams grow.

From executives to front-line managers, we support each leader with a journey that links personal development to the organisation's priorities. Assessment, individual and team coaching, succession readiness: every step is designed for visible impact on the ground.

WHAT WE DO

Executive coaching

Individual, confidential and demanding support, aligned with strategy and the leadership team's priorities.

Leadership assessment

Assessments, 360s and structured interviews to measure potential, presence and readiness for key roles.

Manager journeys

Programmes at scale for mid-level and first-time managers: workshops, simulations and group coaching.

Succession and transitions

Succession plans, onboarding into new roles, career coaching and outplacement.

WHAT YOU GET

Clearer, more influential leaders

An identified succession pipeline

Confident career transitions



PEOPLE OPERATIONS

Performance

A review is only worth the progress it sparks.

We redesign your performance processes so they become a real tool for steering and development. Clear goals, continuous feedback, fair calibration and an explicit link to pay and progression: your people know where they are going, and how to get there.

WHAT WE DO

Performance cycle redesign

Goals, reviews, mid-year check-ins: a simpler cycle, fitted to your roles and your pace.

Continuous feedback

Manager rituals, tools and short formats so the performance conversation happens all year.

Calibration and fairness

Well-equipped calibration committees for consistent, fair and explained decisions.

Progression paths

Clear career paths, linked to skills, pay and development plans.

WHAT YOU GET

Goals that are understood and shared

Fairer decisions

Visible paths for progression



TALENT ACQUISITION

HR recruitment

Hiring the people who will make your HR teams grow.

Our recruitment practice is entirely dedicated to HR roles. Because we do this job every day, we know how to assess what makes an excellent HR professional: business understanding, advisory presence, technical mastery and the ability to bring managers along.

WHAT WE DO

HR leadership

CHROs, deputy HR directors and employee relations directors, locally and internationally.

HR specialists

Talent acquisition, learning, compensation & benefits, HRIS and people analytics, employee relations.

HR business partners

HR partners who can advise managers and carry your transformations on the ground.

Assessment and onboarding

Structured interviews, simulations and support through the first months in the role.

WHAT YOU GET

Stronger HR teams

Candidates assessed by peers

Hires that last

PEOPLE OPERATIONS

Talent management

Your best talent is often already on your team.

We help you spot potential, build individual development paths and secure your key roles. The goal: help your people progress faster, and give them good reasons to stay.

WHAT WE DO

Talent reviews

A shared method to assess performance and potential, and agree on priorities together.

High-potential programmes

Demanding journeys that accelerate the move into larger roles.

Development plans

Concrete, tracked individual growth goals.

Succession plans

Identified, prepared successors for every critical role.

WHAT YOU GET

A clear view of your talent

Paths that motivate

Secured key roles



HR SYSTEMS

Digital HR

HR technology is only worth it if it makes teams' lives simpler.

We map your HR processes, help you choose and roll out the right tools, and turn people analytics into a real steering lever. Less admin, more time for people.

WHAT WE DO

HR process diagnostic

Flow mapping, pain points and quick wins.

HRIS selection and rollout

Requirements, vendor selection and rollout support.

People analytics

Key indicators and dashboards to steer headcount, engagement and performance.

AI and automation

Practical uses of AI to save time on recruitment, learning and administration.

WHAT YOU GET

Smoother processes

Data-driven decisions

HR teams focused on what matters

HR SYSTEMS

Compensation & benefits

Fair pay is built, measured and explained.

We build pay policies aligned with your strategy and your market: base salary, variable pay, benefits. With one requirement: every employee understands what they earn, and why.

WHAT WE DO

Pay benchmarks

Where your salaries stand against the market, by role and by country.

Variable pay

Bonuses and incentives tied to clear, reachable goals.

Benefits

Competitive benefits that match what your teams expect.

Pay equity

Gap analysis and action plans for fair pay.

WHAT YOU GET

A clear policy

Stronger attractiveness

Gaps under control



ORGANISATION

Organisation

Good organisation is barely visible, but felt everywhere.

We help leadership teams fit their organisation to their ambitions: clarify roles, simplify decision paths and support transformations, whether growth, merger or reorganisation.

WHAT WE DO

Organisation design

Structures, management layers and scopes redesigned for efficiency.

Roles and responsibilities

Clear missions and simpler decision paths.

Mergers and reorganisations

People and organisational support through major change.

Workforce planning

Mid-term planning of skills and headcount.

WHAT YOU GET

More clarity

Faster decisions

Change that is understood and accepted



03

METHOD

Three stages, one lasting transformation.

-
- 01 Strategic immersion
 - 02 In-depth analysis
 - 03 Tailored solutions
-



01

METHOD · 01 / 03

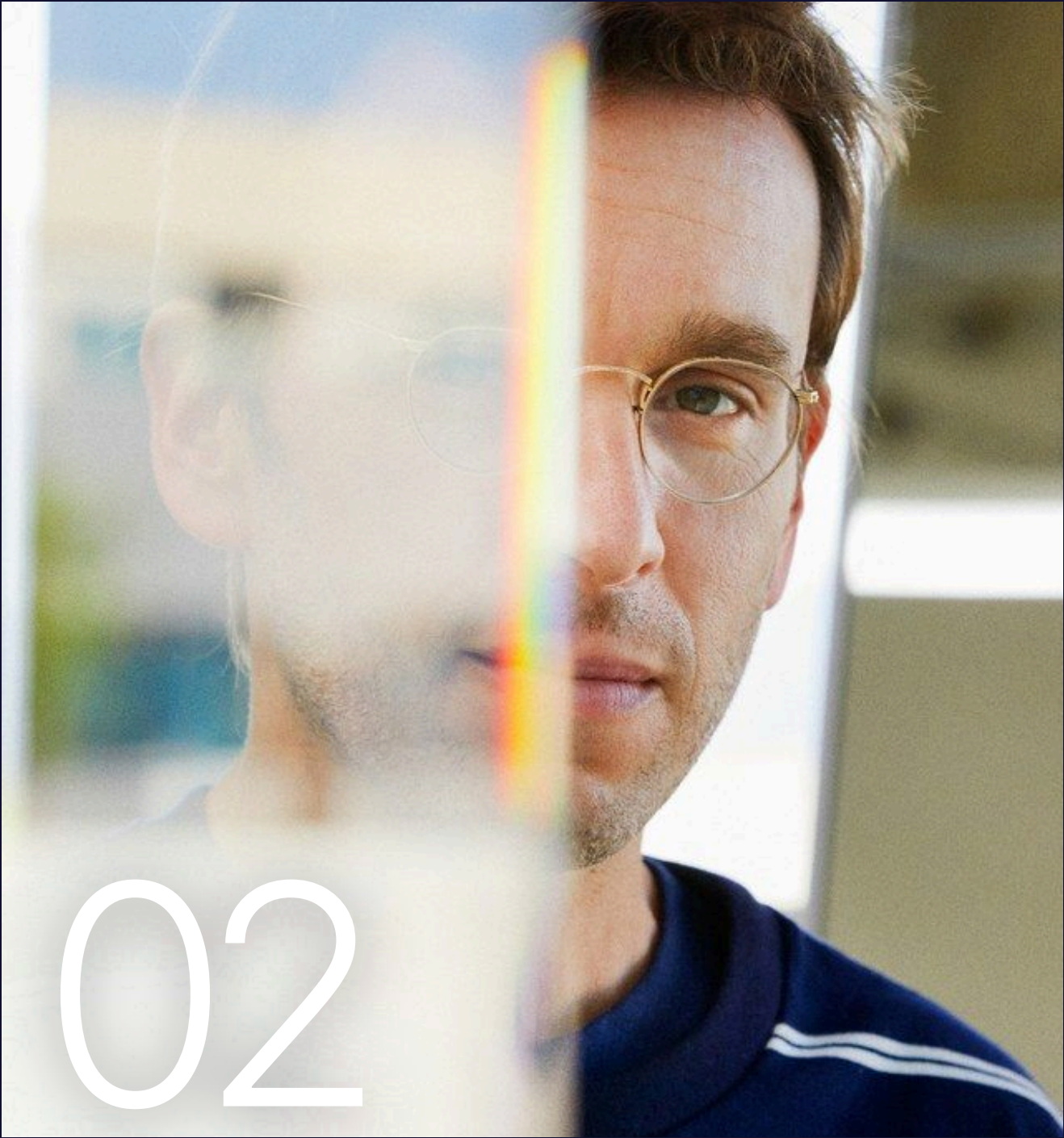
Strategic immersion

We start by listening. Leadership interviews, time with your teams, a close read of your HR data: we take the time to understand your context, culture and ambitions before proposing anything.

LISTEN

OBSERVE

ANALYSE



02

METHOD · 02 / 03

In-depth analysis

Process mapping, surveys, stakeholder interviews and data analysis: we make gaps and priorities objective. Clarity before action.

MAP

SURVEY

MEASURE



03

METHOD · 03 / 03

Tailored solutions

We co-build recommendations powered by AI, people analytics and global best practice, then stay with you to roll them out and make them last.

RECOMMEND

IMPLEMENT

SUSTAIN

A silhouette of a person running on a grassy hill at sunset. The person is in the center-left of the frame, running towards the right. The background is a warm, orange-hued sky with soft clouds. The foreground is a dark, grassy hill.

BUSINESS SUCCESS THROUGH PEOPLE

« Great things in business
are never done by one
person. They're done
by a team of people. »

Steve Jobs

Our eight practices.

01

p. 08

Culture & engagement

A high-trust culture, carried by managers and lived every day.

02

p. 09

Coaching & leadership

Executive coaching, manager development and career transitions.

03

p. 10

Performance

Clear goals, continuous feedback and visible paths for progression.

04

p. 11

HR recruitment

We recruit HR professionals only: HR directors, HR business partners, talent, reward and HRIS leads.

05

p. 12

Talent management

Spot your talent, help it grow and prepare tomorrow's leaders.

06

p. 13

Digital HR

Simpler HR processes and data that genuinely inform decisions.

07

p. 14

Compensation & benefits

Pay policies that are competitive, fair and easy to understand.

08

p. 15

Organisation

Structures, roles and ways of working aligned with your strategy.

Talk to a partner.

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WEB

hr-lab.com

Paris office · replies within one business day.





Ready to build a *world-class* team?

A partner replies to you directly, within one business day.

Book a call →

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Designed for business,
driven by *people.*

International HR consulting across 24+ countries and 5
continents.