



# CULTURE CIRCLE

# HR & CULTURE PRICING GUIDE

# THANK YOU FOR YOUR INTEREST IN WHAT WE DO! HERE'S YOUR HR & CULTURE PRICING GUIDE

We believe pricing should be transparent when choosing an HR or Culture partner. Finding the right support for your business shouldn't be complicated, so we've designed this guide to make gathering the information you need simple, clear, and concise.

We also want to give you a realistic idea of what to expect when exploring other companies that offer similar services—helping you make an informed decision.

Our hope is that this guide provides the clarity you need, and when you're ready, we'd love to connect over a Virtual Tea to discuss how we can support you.

## WHAT'S INSIDE THE GUIDE

- [HR Support](#)
- [Culture Support](#)
- [Hybrid: HR & Culture](#)
- [FAQ](#)
- [Get Started](#)

### GUIDE DESIGN

CLICK ANY OF THE SECTION TITLES TO JUMP TO THAT SECTION INSTANTLY.  
EACH SECTION CAN BE EXTRACTED AND SHARED.




# HR CONSULTING

Tier	Pricing	Best for Company Size	What's Included (summarized)
 <b>Essentials</b>	<b>\$3,000–\$5,000/month</b> (3–6 months min.)	Small businesses (20–100 employees)	Pre-made policy templates, compliance guidance, light HR advisory (2 calls/month), hiring support, basic benefits & payroll setup.
 <b>Growth</b>	<b>\$6,000–\$8,500/month</b> (6–12 months min.)	Mid-sized companies (100–500 employees)	Custom policy design, compensation & benefits strategy, onboarding process revamp, leadership training, and retention strategy.
 <b>Transformation</b>	<b>\$10,000–\$15,000/month</b> (12-month min.)	Scaling & enterprise (500–5,000 employees)	Full policy suite, executive advisory, leadership development, retention & engagement strategy.

## À LA CARTE

Service	Pricing
Custom Policy Design (per policy)	<b>\$1,500–\$3,500</b>
Employee Handbook Overhaul	<b>\$5,000–\$7,500</b>
Onboarding Process Redesign	<b>\$4,000–\$7,500</b>
Compensation & Benefits Strategy	<b>\$7,500–\$12,000</b>

# CULTURE CONSULTING

Tier	Pricing	Best for Company Size	What's Included
 <b>Essentials</b>	<b>\$5,000–\$7,500/month</b> (3–6 months min.)	Small businesses (20–100 employees)	Initial culture assessment, quarterly strategy sessions, leadership coaching (1x/month), light advisory.
 <b>Growth</b>	<b>\$8,500–\$12,000/month</b> (6–12 months min.)	Mid-sized companies (100–500 employees)	Full culture assessment, values & mission alignment, leadership training, employee engagement strategy, and conflict resolution support.
 <b>Transformation</b>	<b>\$15,000–\$25,000+/month</b> (12-month min.)	Scaling & enterprise (500–5,000 employees)	Culture transformation roadmap, employer branding, deep leadership & executive coaching, system-wide strategy, and workshops.

## À LA CARTE

Service	Pricing
Culture Assessment (Standalone)	<b>\$7,500–\$10,000</b>
Values & Mission Alignment Workshop	<b>\$10,000–\$15,000</b>
Leadership Team Coaching (6-month package)	<b>\$15,000–\$20,000</b>
Custom Workshops & Training (per session)	<b>\$5,000–\$10,000</b>



# HYBRID: HR & CULTURE

Tier	Pricing	Best for Company Size	What's Included
 <b>Essentials</b>	\$7,500 – \$10,000/month (3–6 months min.)	Small businesses (20–100 employees)	HR Compliance, Policy Templates, Payroll & Benefits Setup, Hiring & Retention Support, Culture Assessment, Quarterly Strategy Sessions, Leadership Coaching (1x/month)
 <b>Growth</b>	\$12,000 – \$18,000/month (6–12 months min.)	Mid-sized companies (100–500 employees)	HR Strategy, Compensation & Benefits Design, Leadership Training, Employee Engagement & Retention, Culture Audit, Communication & Feedback Framework, Conflict Resolution Support
 <b>Transformation</b>	\$20,000 – \$30,000+/month (12-month min.)	Scaling & Enterprise (500–5,000 employees)	Full HR & Culture Overhaul, Employer Branding & Employee Experience, Executive Leadership Coaching, System-Wide Culture & HR Implementation, Workforce Planning, Culture Transformation Roadmap

## À LA CARTE

Service	Pricing
HR or Culture Assessment (Standalone)	\$7,500
Values & Mission Alignment Workshop	\$10,000+
Leadership Team Coaching (6-month package)	\$15,000
Custom Workshops & Training (per session)	\$5,000 – \$10,000

# FREQUENTLY ASKED QUESTIONS (FAQ)

## **I don't know where to start**

While we offer a wide range of options, not sure where to start is absolutely valid. If you don't know where to start, we have advisory packages ranging from \$1555 to \$5555/month.

## **Can I customize a package to fit my company's needs and budget?**

Yes! If none of the listed packages fit exactly what you need, we can create a customized plan that aligns with your company's stage, goals, and budget.

## **Book a Virtual Tea Session to discuss what's best for you.**

## **What's the minimum commitment for HR + Culture support?**

- Essentials: 3–6 month minimum
- Growth: 6–12 month minimum
- Transformation: 12-month minimum

Building strong HR and culture systems takes time, and our structured approach ensures long-term success. However, if something isn't aligning, we can discuss how to adjust.

## **Do you offer one-time services?**

Yes! We offer À La Carte services like HR or Culture Assessments, Leadership Coaching, and Custom Workshops that don't require long-term commitment.

## **What happens after I submit a request for pricing?**

Once you submit your information, you'll receive the full pricing guide, and you'll have the option to book a **Virtual Tea** to go deeper into your needs.

# FREQUENTLY ASKED QUESTIONS (FAQ)

## **What's the difference between HR and Culture services?**

HR focuses on compliance, policies, hiring, benefits, and employee relations, while Culture focuses on leadership development, employee engagement, values alignment, and team collaboration. The Hybrid Model combines both to ensure a holistic approach to supporting your people and business growth.

## **How soon can we start?**

We typically begin within 2–4 weeks after signing a contract, depending on availability. If you need urgent support, let us know, and we'll see if we can expedite the process.

## **What industries do you work with?**

We specialize in working with VC-backed startups, tech companies, media & entertainment, creative agencies, non-profits, and scaling organizations.

## **What makes your HR & Culture approach different?**

We can't speak to how others and their approach, but we don't just provide transactional HR or one-off culture initiatives—we take a holistic, human-centered approach that blends people strategy, leadership coaching, and organizational alignment to ensure long-term impact. Our work is deeply rooted in sustainability, not quick fixes. We also incorporate our intuition into our work, which has been one of our client partner's favorite hidden benefits.

## **How does pricing work? Are there hidden fees?**

Our pricing is transparent and upfront. The cost listed in the guide includes the full scope of work based on the selected tier. If additional support is needed, we'll discuss it first and provide a clear custom quote before moving forward.

# FREQUENTLY ASKED QUESTIONS (FAQ)

## What level of involvement is needed from our team?

We work as an extension of your team, so involvement depends on your needs. Some clients want hands-on collaboration, while others prefer a done-for-you approach with check-ins. We tailor our support to what works best for your company.

## Can we switch between packages if our needs change?

Yes! If your needs evolve, we can adjust your package as long as it aligns with our minimum commitment periods. We also offer **flexible add-ons** if you need extra support without a full package upgrade.

## Can you support us if we already have an HR team?

Absolutely! We often **partner with in-house HR teams** to provide **advisory, coaching, and strategic support** for culture-building and leadership development. Think of us as an extension of your internal efforts.

## How does billing work?

- **Deposit:** A deposit is required upon signing to secure your engagement.
- **Monthly Invoices:** Invoices are due by the **5th of each month** for ongoing services.
- **Full Payment Discounts:** We offer **discounted rates** for engagements paid in full upfront.

## What if we need to end the engagement?

If you need to end your engagement, we require **30 days' written notice** before the next billing cycle. This allows us to wrap up work, provide recommendations, and ensure a smooth transition.



# GETTING STARTED



**We hope this guide has been helpful as you explore your options.**

The work we do isn't always linear, and the best way to see if we're a good match for your needs is to connect over a Virtual Tea.

Click [here](#) to book a time, or email us at [\*\*hello@culturecircle.co\*\*](mailto:hello@culturecircle.co).

No matter what, we're grateful you found us and took an interest in what we do.

Sending you light, good vibes, and all the best for your company and culture.

**May your business live long and prosper.**



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