



MAKE THE BUSINESS CASE

A ready-to-customize justification for investing in the From Hire to Fire leadership series

Designed for HR professionals and people leaders - supervisors, managers, and executives

EXECUTIVE SUMMARY

The business need

Organizations are asking leaders to do more with fewer discretionary dollars. In that environment, training must solve a business problem - not simply satisfy an interest in professional development.

The From Hire to Fire series addresses a costly and common gap: people leaders are expected to make legally sound, ethical, and consistent decisions across the employee lifecycle, yet many have never received formal preparation for that responsibility.

The proposed investment

Approve participation in Austin Alliance Group's five-module, live virtual leadership series. The program equips HR professionals and those who manage people with practical frameworks, tools, and templates for hiring, performance management, engagement, offboarding, and everyday compliance.

Expected organizational value

- Fewer preventable people-management mistakes and escalations
- More consistent decisions, documentation, and communication
- Stronger partnership between HR and operational leaders
- Earlier intervention in performance and employee-relations concerns
- Improved employee experience, accountability, retention, and trust

WHY ORGANIZATIONS CHOOSE FROM HIRE TO FIRE

Built for real work

Practical guidance for situations leaders face every day - not abstract theory.

Employee-lifecycle perspective

Connects hiring, development, retention, separation, ethics, and compliance.

Ready-to-use resources

Participant Guides, scripts, checklists, action plans, and supervisor templates.

Interactive delivery

Live discussion, workplace scenarios, reflection, and peer learning.

Experienced facilitators

Led by certified HR professionals with deep executive and operational experience.

WHY THE 2-3 WEEK LEARNING CADENCE MATTERS

The modules are intentionally spaced every two to three weeks so participants can apply the concepts, test the tools and templates, reflect on results, and return ready to deepen their learning. This design supports behavior change and workplace application instead of a one-time transfer of information.



AUSTIN
ALLIANCE
GROUP

INSPIRING ORGANIZATIONS TO BE MORE HUMAN

BUSINESS JUSTIFICATION

A business-focused case for approval

THE ORGANIZATIONAL PAIN POINT

Organizations invest heavily in recruiting, compensation, systems, benefits, and strategy. Those investments can be undermined when leaders make inconsistent hiring decisions, avoid difficult conversations, document poorly, delay intervention, mishandle employee concerns, or navigate departures without a clear process.

This series helps reduce those risks by improving the quality of day-to-day leadership decisions before they become expensive problems.

HOW THE SERIES REDUCES ORGANIZATIONAL RISK

Hiring and onboarding risk: Structured job-related interviews, consistent evaluation, bias awareness, clearer expectations, and stronger first-90-day practices.

Performance and documentation risk: Earlier coaching, objective standards, fact-based documentation, appropriate escalation, and clearer corrective-action practices.

Engagement and retention risk: Manager behaviors that strengthen trust, recognition, psychological safety, communication, and employee commitment.

Employee-relations and compliance risk: Greater awareness of when leaders should pause, involve HR, preserve confidentiality, and avoid inconsistent or retaliatory actions.

Offboarding and continuity risk: More respectful separations, better knowledge transfer, timely access removal, stronger communication, and reduced operational disruption.

Culture and reputation risk: Leaders who model ethical conduct, reinforce accountability, and make compliance part of everyday work.

EXPECTED RETURN ON INVESTMENT

The return is created through better decisions and fewer preventable problems. One stronger hiring decision, one retained employee, one earlier performance intervention, or one avoided escalation can outweigh the cost of the series.

READY-TO-CUSTOMIZE APPROVAL REQUEST

I am requesting approval to participate in Austin Alliance Group's From Hire to Fire leadership series because it directly supports our organization's need for consistent, practical, and risk-aware people leadership.

The five modules are delivered every two to three weeks, allowing me to apply the concepts, tools, and templates between sessions and bring the learning back into my daily work.

Following each session, I will identify at least one workplace application, share relevant takeaways, and partner with HR or leadership as appropriate before changing established practices.

INVESTMENT

- \$124 per individual workshop
- \$496 for all five modules
- No travel expense
- Two hours per module

REGISTRATION



Scan to view upcoming dates and register

austinalliancegroup.com/services/upcoming-public-sessions

Stronger decisions. Healthier workplaces. Fewer preventable people problems.