

HRE

HRE CONSULTING

Veteran-led operations consulting

CAREER & COMPANY DEVELOPMENT GUIDE

Build the story, systems, and momentum behind the next stage. stage.

A practical guide for executives, founders, and organizations that need sharper positioning, positioning, cleaner execution, and a more intentional path from opportunity to action. to action.

CAREER DEVELOPMENT

COMPANY DEVELOPMENT

Development breaks when clarity is missing

Whether the client is an executive or a company, momentum requires a system.

Career growth and company growth often stall for the same reason: strong capabilities are present, but the story, priorities, operating rhythm, and activation plan are not clear enough to create consistent progress.

WHERE HRE HELPS CREATE TRACTION

Executive career development

Clear market positioning, sharper materials, targeted outreach, outreach, stronger interview narratives, and a managed search search cadence.

Company development

Sharper service strategy, operating roadmaps, workflow improvements, delivery systems, and implementation support.

Shared foundation

Practical systems that convert intent into action: priorities, owners, decisions, accountability, and measurable next steps.

HRE's role

Turn scattered goals into a clear development plan, then help implement the implement the systems, materials, and cadence needed to move.

Executive market activation support

For leaders who need a clearer market story and a stronger search operating system.

HRE helps executives move beyond passive applications by building a sharper market narrative, more narrative, more targeted materials, and a repeatable system for outreach, networking, interviews, and interviews, and follow-up.

01

Positioning

Clarify target roles, executive value proposition, proposition, leadership themes, and market fit.

02

Materials

Refresh resume, LinkedIn, bio, proof points, and role-specific messaging.

03

Pipeline

Create a target company list, networking plan, opportunity tracker, and weekly search cadence.

04

Activation

Draft outreach, recruiter messages, follow-up sequences, and interview prep narratives.

BEST FIT

- ✓ Senior leaders preparing for a targeted transition or market reset
- ✓ Executives with strong experience but unclear positioning or inconsistent traction
- ✓ Professionals who need more than resume editing: strategy, assets, and execution cadence

From growth ideas to operating reality

For organizations that need strategy connected to execution.

Company development support helps teams translate goals into priorities, operating models, workflows, dashboards, and implementation plans. The emphasis is on practical traction, not abstract strategy.

1

Growth roadmap

Define near-term opportunities, sequencing, decision points, and 30/60/90-day priorities.

2

Operating model

Clarify roles, handoffs, meeting cadence, reporting rhythm, and ownership.

3

Workflow & systems

Improve intake, delivery, task tracking, SOPs, automations, and tool usage.

4

Implementation support

Coordinate workstreams, manage vendors, track progress, and surface risks early.

Outcome: a cleaner path from strategy to execution, with priorities, owners, timelines, and visible decision points.

The HRE development method

A structured path from current-state review to practical activation.

The same method applies across executives and organizations: diagnose the real constraint, build the right assets, activate the plan, and improve based on evidence.

01

Diagnose

Clarify goals, constraints, current assets, market position, and operating reality.

02

Position

Translate experience, services, or priorities into a clear story and decision logic.

03

Build

Create the assets, workflows, trackers, templates, and messaging needed to move.

04

Activate

Run outreach, manage priorities, coordinate execution, and track progress.

05

Iterate

Review evidence, sharpen the plan, and improve the system as momentum builds.

The point is not to produce more documents. The point is to create the operating clarity and client- and client-facing assets that help people make faster, better decisions.

Ways to work with HRE

Start focused, then expand support where traction is strongest.

Each engagement is scoped around the decision the client needs to make, the assets that must be created, and the level of implementation support required.

Strategy Intensive

A focused review to clarify priorities, bottlenecks, positioning, and recommended next steps.

Best for: quick diagnosis and direction

Development Sprint

A structured buildout of materials, operating assets, outreach systems, workflows, or roadmaps.

Best for: moving from concept to usable assets

Implementation Partner

Ongoing support to manage cadence, refine assets, coordinate execution, and track progress.

Best for: leaders who want a player-coach

TYPICAL ASSETS

- Executive positioning brief
- Target list & outreach system
- Operating model
- Resume / LinkedIn refresh
- Growth roadmap
- Workflow and SOP templates

What high-quality support should feel like

Clean, direct, well-prepared, and built around real decisions.

HRE is designed for clients who value both strategic thinking and hands-on execution. The work should feel organized, candid, and immediately useful.

Structured discovery

We quickly separate noise from the real decision, decision, bottleneck, or market constraint.

Clean synthesis

Complex inputs become clear priorities, storylines, workplans, and next actions.

Practical assets

Deliverables are meant to be used, shared, edited, and implemented.

Operator cadence

Work moves through agendas, trackers, decision logs, and follow-up discipline.

Candid guidance

HRE will challenge weak assumptions and protect the client from avoidable complexity.

Professional finish

Client-facing materials are polished, aligned, and built to represent the client well.

What clients should expect

Clear communication, visible progress, realistic recommendations, and a bias toward implementation.

Choose the right starting point

THIS MAY BE A FIT IF

- ☑ You need a clearer story before entering the market or approaching buyers.
- ☑ You have strong experience or services, but the positioning is not landing cleanly.
- ☑ You need sharper materials, better outreach, or a more intentional operating cadence.
- ☑ You want practical guidance and implementation support, not generic advice.
- ☑ You need a trusted player-coach to help turn strategy into visible progress.

RECOMMENDED FIRST STEP

Start with a focused intro call.

We will align on the outcome you want, the current constraint, and the right level of support for your career or company development goals.

Ready to talk through fit?

Use the link below or reach out with questions.

[Schedule an Intro Call](#)

harry@hreconsulting.co