

Flexible partnership for messy growth moments.

ENGAGEMENT CATALOG

Yihang Yan

Not traditional HR consulting. Operating infrastructure to scale.

[EMAIL ME](#)



[LINKEDIN](#)



I typically partner with companies in four ways, depending on their stage of growth, the complexity of the challenge, and the level of support required — from high-level strategic planning to owning and executing a specific workstream within a larger program.

<p>01</p> <h3>Executive Advisory</h3> <p>Strategic partnership for founders and executives navigating growth, organizational complexity, transformation, or operational scaling challenges.</p> <ul style="list-style-type: none"> 60-minute problem-solving session Decision support on org or people issues 	<p>02</p> <h3>Diagnostic & Assessment</h3> <p>Structured evaluations of organizational effectiveness, operating models, systems, workflows, and leadership infrastructure.</p> <ul style="list-style-type: none"> Operating model assessment Manual process gap review 	<p>03</p> <h3>Transformation Programs</h3> <p>End-to-end support for organizational, operational, people, systems, and AI transformation initiatives.</p> <ul style="list-style-type: none"> Org-wide change project plan Workday, Okta, or enterprise systems integration roadmap 	<p>04</p> <h3>Embedded Operating Partner</h3> <p>Hands-on partnership with leadership teams during rapid growth, organizational change, or operational transition.</p> <ul style="list-style-type: none"> Interim lead or concrete workstream for a special project Cross-functional execution support
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01 Executive Advisory & Strategic Problem Solving EXPANDED

<p>FOCUS AREAS / ENGAGEMENT FORMATS</p> <ul style="list-style-type: none"> One-time strategy sessions Executive workshops Leadership offsites Ongoing advisor relationship 	<p>BEST FOR</p> <ul style="list-style-type: none"> Founders and executives scaling rapidly Leadership teams experiencing operational friction Companies navigating growth or transformation Organizations needing a strategic thought partner
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02 Operating Model Design EXPANDED

<p>FOCUS AREAS / ENGAGEMENT FORMATS</p> <ul style="list-style-type: none"> Organizational design Operating model design Role clarity and decision rights Workforce planning Cross-functional governance Performance and accountability structures Executive planning cadence 	<p>BEST FOR</p> <ul style="list-style-type: none"> Companies moving from founder-led execution to scaled operations Organizations experiencing coordination or accountability issues Rapidly growing teams building management infrastructure Leadership teams redesigning how the company operates
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03 People Strategy and Operations EXPANDED

<p>FOCUS AREAS / ENGAGEMENT FORMATS</p> <ul style="list-style-type: none"> Workforce strategy Recruiting and people operations Compensation and leveling Performance management Manager effectiveness Employee experience Global workforce strategy 	<p>BEST FOR</p> <ul style="list-style-type: none"> High-growth companies scaling headcount quickly Organizations redesigning people infrastructure Companies improving manager effectiveness and performance Leadership teams modernizing talent operations
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04 Enterprise Systems & AI Workflow EXPANDED

<p>FOCUS AREAS / ENGAGEMENT FORMATS</p> <ul style="list-style-type: none"> Enterprise systems strategy Workflow redesign AI-enabled workflows Process automation Operational analytics and dashboards Data and reporting infrastructure Systems implementation support 	<p>BEST FOR</p> <ul style="list-style-type: none"> Companies modernizing operational infrastructure Teams struggling with fragmented systems and manual work Organizations exploring practical AI use cases Leadership teams seeking better operational visibility
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05 Embedded Operating Partner EXPANDED

<p>FOCUS AREAS / ENGAGEMENT FORMATS</p> <ul style="list-style-type: none"> Strategic operating partner support Cross-functional transformation programs Organizational scaling initiatives Executive project leadership International expansion support Operational execution and implementation Special strategic initiatives 	<p>BEST FOR</p> <ul style="list-style-type: none"> Companies undergoing rapid growth or change Leadership teams needing additional operating leverage Organizations executing complex transformation initiatives Founders needing a hands-on strategic partner
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