NexSys Strategies LLC
ORGANIZATIONAL & HR CONSULTING

Putting the "human" in human resources.

Evidence-Based HR Transformation & Change Leadership

NexSys Strategies translates doctoral-level organizational leadership theory into practical, empathy-driven workforce solutions — bridging the gap between organizational systems and the people who drive them.

ORGANIZATIONAL & LEADERSHIP DEVELOPMENT

Organizational Development
Assessing and redesigning structure, culture, and workflows to align with strategic goals.

Change Management
Leading organizations through restructuring, executive transitions, mergers, and system overhauls with structured, calm direction.

Leadership Development
Structured development programs for emerging and senior leaders to build organizational capacity.

Executive Coaching
Ongoing one-on-onecoaching for executives and senior leaders navigating growth, transition, or performance challenges.

CORE HR OPERATIONS

Talent Acquisition & Separations
Full-cycle recruiting support,offer processing, and compliant guidance on involuntary and voluntary offboarding.

Policy & Recordkeeping
Drafting employee handbooks, SOPs, and maintaining required personnel files in line with retention laws.

HRIS & Payroll Systems
Selecting and configuring HR information systems, alongside payroll setup, audits, and vendor coordination.

Compliance & Safety Audits
Reviewing HR practices against labor laws and developing safety protocols aligned with OSHA requirements.

Training & Assessments
SWOT workforce analysis to inform change strategy, plus manager training on HR fundamentals and role skills.

Fractional HR Leadership
Outsourced, part-time HRleadership for growing businesses, plus expert independent contractor (1099) classification.

WHO WE SERVE

Mid-Market Enterprise HR
Change strategy that achieves business goals without alienating key talent.

Non-Profits & Community Orgs
Authentic leadership from a former non-profit founder who understands resource stewardship.

Healthcare & Care Providers
Evidence-basedHR strategies protecting employee safety and operational continuity.

ABOUT THE FOUNDER

Skylar L. Richardson, MBA is a Doctoral Candidate in Organizational Leadership and Business Administration with 8+ years of HR leadership across healthcare, non-profit, and corporate environments — bringing evidence-based, human-centered strategy to every engagement.

Have Questions or Inquiries?

408-649-5714
408-499-2150

skylar@nexsysstrategiesllc.com
aiza.malibiran@nexsysstrategiesllc.com
ferido.malibiran@nexsysstrategiesllc.com