

# Business Connection

Strengthening the local economy and serving members for 70 years



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## Business Spotlight

### Pleasanton's Small Business Resource

One Resource Consulting is a boutique consulting firm that provides HR services and training for small to mid-sized businesses, specializing in legal compliance and employee relations. "Our HR Consultants can respond to the Human Resources needs that small businesses simply don't have the time, expertise or resources to address effectively," says Darcy DeCoite, the owner and President of One Resource Consulting. "More importantly, we provide the necessary training and support that allows owners to more efficiently run their business and focus on its growth and success."



Darcy DeCoite, One Resource Consulting

Founded in 2018, Darcy started her consulting business with a passion for helping business owners establish more efficient HR processes, while relieving some of the unnecessary burden of non-compliance. Her goal is to teach owners and managers to be more proactive in their employment practices and mitigate litigation risk.



"'You don't know what you don't know' is a quote I hear often in my network of business advisors. Employers without an HR professional are gambling with their business as the risk of lawsuits and claims rises each year."

Darcy's strong employee relations skills and compliance expertise offers an important resource to employers by helping them improve organizational performance and productivity. In addition, she maintains a strong network of business advisors to provide full risk mitigation for her clients. Her network includes several respected insurance brokers, safety consultants, payroll specialists, and employment law firms.

Darcy attended the University of San Diego, where she received a BA in Communications. After several career changes, Darcy realized her path was to help people and began working in the Human

Resources field. After returning to her hometown of Pleasanton, she soon fell into HR Consulting and hasn't looked back since. "I can't imagine working for only one company. I thrive on the chaos of juggling dozens of clients and constantly growing my expertise. With the wide variety of businesses and industries I work with, I'm exposed to different HR challenges every day. Just when I think I've heard the craziest HR story ever, another call comes in."

In addition to day-to-day HR needs, the COVID-19 pandemic has created a whole new level of chaos for business owners. "It's been an interesting and demanding couple of months in HR. With businesses closing, mass layoffs, new and confusing laws and guidelines, and now rehiring employees under a restructured business plan. It's my job to help weather the storm each step of the way."

Darcy is a certified Professional in Human Resources (PHR) and holds a Life, Health & Accident insurance license. She is also very active with local non-profits and is the Community Service Chair of Pleasanton North Rotary.