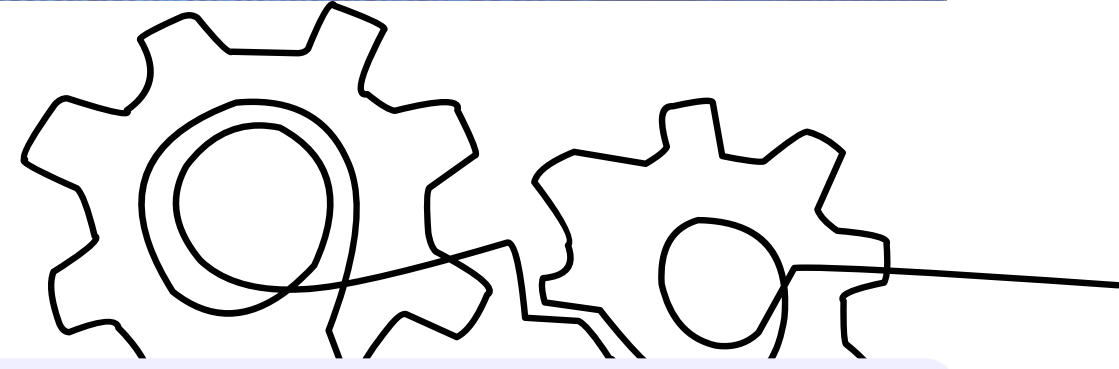


EMPLOYEE LIFECYCLE

ATTRACT & RETAIN

- People Strategy
- Employee Value Proposition | Employer Branding, including:
 - Reward & Recognition
 - Diversity & Inclusion
 - Health & Wellness
 - Employee Assistance Program
- Company Values



RECRUITMENT

- Recruitment Foundations
 - Job Ad templates
 - Interview Guides
 - Reference Check template
 - Interview Skills training/assessment
- Recruitment process audit
- Building and Maintaining a Talent Pool
- Employee Referral program

COMPLIANCE | HR FOUNDATIONS

- Employment Contract templates
- Position Descriptions
- Award Interpretation & Salary Scoping
- Work Rights Checks
- HR Policies & Compliance training
- Delegation of Authority

ONBOARDING

- First 90 days
- Onboarding & Induction process and resources
- Probationary | Qualifying Period Framework and resources

HR SYSTEMS, ADMIN & REPORTING

- HRIS selection, implementation & optimisation
- HRIS administration
- HRIS Audit
- HR Reporting / Dashboard
- Board Reporting

PERFORMANCE

- Annual Performance Framework
 - Performance Review template
 - Goal/KPI setting
- Remuneration Framework
- Bonus/Incentive Plans
- Reactive Performance Management Framework and resources

ENGAGEMENT

- Employee Engagement Survey
- Team Building activities
- Operating Rhythm review (Communication tools and method)

DEVELOPMENT

- Development Workshops
- Leadership Coaching
- Talent Mapping & Succession Planning
- Career Pathways
- DiSC Personality Profiling

OFFBOARDING

- Redundancy & Termination processes and resources
- Offboarding process and resources
- Exit Interviews

PEOPLE STRATEGY

- HR Plan
- Annual HR Cycle
- Role Clarity Workshops
- Organisational Structure mapping
- Workforce Planning and Organisational Design