



CONSULTING SERVICES - PEOPLE & CULTURE

Specialist HR Consulting with Over 20 Years' Experience

Our flexible consulting services range from specific strategic advice to address a business challenge; to developing and implementing a practical solution to meet your short or long term business needs.

You may decide to engage our consulting services instead of employing a HR manager or alternatively, supplement your existing HR team with one of our highly experienced consultants for a specific project.

Our researched and proven **Best Workplace Method™** guides our practice to help organisations manage and motivate employees.



LEADER

Create an environment that people want to be part of, which gives them meaning and harnesses their talents.



PERFORMANCE

Without expectations, guidance and consequences your desired business results will not be achieved.



CULTURE

The culture, the way we do things around here, needs to be designed and nurtured to build a high performing workplace that people are inspired to be part of.



RECOGNITION

It's not all about the money. You need individualised ways to retain employees through rewards, recognition training & development.



APPOINTMENT

Be clear about the capacity you need for your business to be a success, and design your competitive and unique employment offering.



WELLNESS

Your safety and wellbeing and that of your employees, both at work and at home, has an enormous impact on the business.

Relationships Australia

"Harrisons conducted themselves exceptionally professionally, their advice was strategic in nature, and met our budget and timeframe requirements."

~ RELATIONSHIPS AUSTRALIA

"Harrisons helped us increase team productivity while maintaining our excellent customer service. Resulting in decreased turnover costs, increased employee retention, lower wages-to-sales cost, and higher profit."

ROCK 'N' SOIL ~

**ROCK
SOIL**

OUR VISION & VALUES

At Harrisons, we have three core values we live by:



ACT WITH INTEGRITY

We consistently conduct ourselves with honesty and integrity, not compromising our values.



BACK THE TEAM

We support and develop each other as a team, and have fun at work.



DELIGHT THE CLIENT

We are dedicated to be partnering with our clients to help meet their goals.

Best Team | Best Business

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Harrisons' consulting services are project and outcomes focused. Many clients are choosing to utilise our services instead of recruiting and employing a permanent professional. Alternatively, clients are supplementing their existing team's capability with our highly experienced consultants to deliver a specific project. Our clients are able to keep their costs down, while still benefiting from increased expertise and capacity.

OUR CONSULTING SERVICES ARE WIDE RANGING AND INCLUDE:

- ✓ HR Strategy, Audits & Plans
- ✓ Leadership Development, Programs & Coaching
- ✓ HR Function and Capability Reviews
- ✓ Job Design & Position Descriptions
- ✓ Redundancy Planning & Meetings
- ✓ Recruitment, Selection & Onboarding
- ✓ Organisational Restructures & Change Management
- ✓ Psychometric Assessment including DiSC, TMP, Myers Briggs, ACER & McQuaig
- ✓ Performance Management & Review Systems
- ✓ Employee Engagement Surveys
- ✓ Policies, Procedures & Employment Contracts
- ✓ Remunerations, Rewards & Recognition Strategy
- ✓ Workplace Investigations, Mediations & Advocacy
- ✓ Advice on the Fair Work Act, Modern Awards & Unfair Dismissal Claims
- ✓ HRIS and LMS Design & Implementation

Don't know where to start?

A great first step is our **HR Business Strategy Session**.

This is a discovery session to understand your specific business, culture and people needs. We will facilitate a session of discovery and scope a solution to best fit your business.

