



Talent Lifecycle Support

A step-by-step partner



Workforce planning & recruitment strategy

Talent acquisition (incl selection design & support)

Induction & training (analysis & customization)

Employee relations, support & well-being

Exit interviews, reporting & feedback into talent acquisition, development and retention strategy



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Workforce planning & recruitment strategy

- Employer brand audit.
- Employer brand consulting, design & implementation.
- Workforce planning workshop facilitation, compilation and project plan ownership.
- Graduate recruitment planning, implementation and reporting.
- Tailored recruitment and selection strategy, tied to organisational goals and overall workforce plan.
- Talent intelligence consulting (market mapping, employer competitor analysis and reporting).



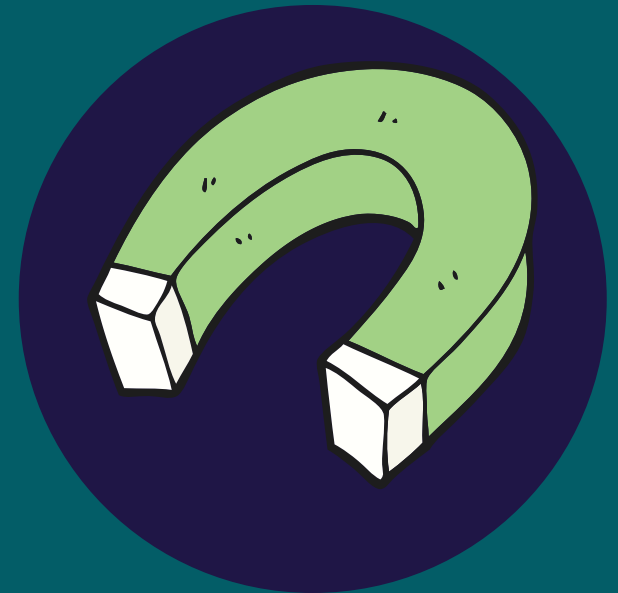


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Talent acquisition

- Sourcing of niche tech talent, utilising multiple cost-effective sourcing strategies & channels.
- Hiring manager support & coaching - including design of decision matrices and competency-based recommendations.
- Selection process design and implementation.
- Tailored psychometric assessments and reports. (including feedback to candidate).
- Facilitation of technical assessments, and recommendations of best of breed tech assessment offerings.
- Facilitation of MIE checks, and support for any liaison and clarification.
- Support for immigration consulting advice as it pertains to specific candidates (residency statuses, work permit processing).





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Induction & training

- Design and implementation of tailored induction process, ownership of project plan and reporting.
- Training of new hiring managers on recruitment and selection process as needed. Ongoing coaching where relevant.
- Input into new employee coaching and development plan based on recruitment outcomes and data.
- Training specialisations (can be customised per organisation):
 - Soft skills (conflict management, leadership development, mindfulness)
 - Recruitment & selection skills & best practice
 - Employee relations, performance management and legislative requirements





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Employee relations & wellbeing

- Employee counselling, trauma debriefing and counselling.
- Employee wellness program & online resource hub design, implementation and ownership of project plan.
- Employee wellness surveys and reporting (design, facilitation, implementation and reporting).
- Performance management queries, and management support for performance management issues and concerns.
- Referral and support for labour law concerns.
- Design and implementation of career pathing & coaching program.
- Yoga / mindfulness classes (online or on premise) and therapy where required.





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Exit interviews & reporting

- Exit interviews design, facilitation and reporting.
- Feedback from exit interviews and employee data in full talent lifecycle offering.
- Ongoing reporting of key talent metrics (time to hire, cost of hire, quality of hire, retention & attrition rates, employee wellness, talent market & competitor analysis).
- Facilitation of quarterly reporting and alignment of talent function to strategic objectives.

