



HR Consulting Services

Results Consulting has been working with local and federal government departments and agencies since 1997 and has established a strong reputation for delivering high quality Human Resource Management and Organisational Improvement consultancy services.

Our Services

- Strategic approaches to Human Resource Management
- Organisational change strategy implementation including Certified Agreements
- Performance Management
- Organisational review
- Classification review including work level standards

We approach the core element of managing an organisation's people from a totally **integrated** perspective. We ensure that all the elements of human resource management are aligned with and support one another. This results in:

- maximum return on substantial investments in human resources
- alignment of human resource management strategies with corporate goals and priorities
- reduction of the costs associated with dealing with only one element of HR in isolation of others

Our Approach

Our core approach includes using a sound understanding of the **interrelationship** between all aspects and elements of people and organisational management to:

- identify and develop an effective integrated HR approach
- develop HR strategic plans reflecting how the organisation wishes to manage its people
- assist in the implementation of HR strategic plans or of particular components

We do this by:

- undertaking an audit of the organisation's current approach to people management including a particular focus on how well this approach is aligned to the corporate goals; and
- working with the organisation to realign people, processes or systems to ensure that the strategic direction is being supported.

Benefits

Focussing strategically on human resource management allows an organisation to ensure that HR underpins the business and supports the organisation rather than existing for its own sake.

It ensures that HR is managed proactively not re-actively and that when approaching particular aspects of HR the other aspects are "in the frame".



Our Consultants

Chris Morley – Managing Partner, over 20 years senior public sector Human Resource management experience. Consultancy services for senior managers in business planning, organisational change and leadership capability development.

Gillian Harris-Mayes – Senior Consultant, a senior human resources practitioner who has worked extensively with senior managers on workforce planning, performance management, training strategies and career development.

Paulene Cahill – Senior Consultant, a business management professional with specific expertise in corporate management in the Australian Public Service.

James Webb – Senior Consultant, Performance Management expert with over 20 years management and consulting experience. Author of *"Putting Management back into Performance"* (Unwin & Allen 2003).

Gary Hampson – Associate, registered psychologist with extensive Human Resource, Recruitment and Performance Management consulting experience.

Results Consulting has a **national team** of consultants who can deliver high quality services across Australia.

Our Experience - a sample of recent projects

Civil Aviation Safety Authority (CASA) – completed an organisation wide Learning and Development Strategy for CASA which focused on building a work culture and workforce capabilities aligned to CASA's future business requirements. In this case the client described the outcomes we delivered as excellent and that Results Consulting was particularly adept at developing a strategy which suited the organisation and its challenging environment.

Defence Housing Authority – developed and implemented an integrated, strategic approach to people management supporting the business direction of Defence Housing Authority. This was a major change project and involved working directly with the CEO and Executive over an extended period. The client concluded in relation to the project that the outcomes achieved exceeded expectations.

Australian Antarctic Division – developed and implemented an integrated, strategic approach to people management and development supporting the business direction of Australian Antarctic Division.

Department of Communications Information Technology and the Arts – developed an integrated Human Resource Development strategy. The objectives included identifying priority staff development needs in the short and medium term, focusing on all staff including the Senior Executive Service and links to other Departmental initiatives, including the Performance Management Scheme.

Testimonials

"This large scale project helped us to re-shape DHA's approach to people management including building a strong relationship between our people management practices and DHA's business drivers. The project covered all areas of people management and culminated in the successful delivery of a new Certified Agreement for DHA using an innovative approach which ensured significant "buy - in" from our staff representatives and staff. The project was professionally managed and the outcomes achieved exceeded our expectations." **Bob Eames, Manager, Corporate Services DHA**

"This was always going to be a difficult call, but it was a very necessary undertaking if the APS were to move forward. I knew that the Results consultant had the experience, knowledge and the determination to take on this difficult challenge and see it through. I was very pleased with the achievement."
Martin Studdert, Director APS