

## How Else Can We Help You?

Garner Business Solutions are members of the HR Coach Network known Australia wide for its coaching methodology and development of tools and practical models to improve the productivity of business through effective HR – as a business discipline. Supported by experts in Industrial Relations, Health and Safety and over 100 offices nationally, we can help you project manage your needs. For more information how we can support your business, please contact us on 1300 856 930. Below is a checklist to review your other needs.

Needs	What is important to you?
<p><b>Benchmarking</b></p> <p><i>Ask us about the STAR Workplace Program and National Standard HRF-101:2010</i></p>	<ul style="list-style-type: none"> <li>• Understanding specific issues that lie beneath the surface that build our internal confidence</li> <li>• Identify common causes to the symptoms or issues that we constantly face in our business</li> <li>• Develop a proactive plan so that we can target our strategies to gain return on investment</li> <li>• Create a benchmark and goal to assess our results to National Benchmarking results</li> <li>• Provide a consistent communication and feedback mechanism with employees</li> <li>• Identify and quantify issues that we can then fix</li> <li>• Quantify our strengths to establish a growth plan for the business</li> </ul>
<p><b>Process Improvement</b></p> <p><i>Ask us about the Staff Systems Software, On-line enableHR and eLearning Solutions</i></p>	<ul style="list-style-type: none"> <li>• Simplify and streamline our internal operating procedures</li> <li>• Minimise duplication of information</li> <li>• Gain consistency in process and communication internally</li> <li>• Integrate process with culture improvement</li> <li>• Link strategy to day to day operations</li> <li>• Create quality management systems across the business</li> </ul>
<p><b>Risk and Compliance</b></p> <p><i>Ask us about Audits and Certification to the National Standard</i></p>	<ul style="list-style-type: none"> <li>• Evaluate the risks currently in the organisation</li> <li>• Create a framework for proactively managing risk</li> <li>• Have access to experts when required</li> <li>• Creating disciplines that will ease the administrative burden in compliance</li> <li>• Independence in evaluation</li> <li>• Minimise the loss of key employees</li> <li>• Audit and validate our internal HR function objectively</li> <li>• Industrial relations and health and safety support</li> </ul>
<p><b>Performance Coaching</b></p> <p><i>Ask us about our patented coaching process &amp; DiSC profiling tool.</i></p>	<ul style="list-style-type: none"> <li>• Improve productivity of employees</li> <li>• Reduce the duplication and management controls to ensure tasks are completed</li> <li>• Have a culture of “self managed” employees who take ownership of their roles</li> <li>• Create a performance coaching framework</li> <li>• Evaluate performance to understand the true capability of the organisation</li> <li>• Improve the skills of current and future leaders for succession planning</li> <li>• Provide meaningful and consistent feedback to employees on performance</li> </ul>
<p><b>Workplace Improvement</b></p> <p><i>Ask us about HR Planning &amp; Leadership Development programs</i></p>	<ul style="list-style-type: none"> <li>• Create an environment of effective problem solving within the workplace</li> <li>• Provide forums where innovation and ideas are shared and put into action</li> <li>• Improve the implementation of workplace improvement strategies and projects</li> <li>• Have people working better together</li> <li>• Create an improvement culture where the HR Plan is self managed</li> </ul>

