

hrCoaching

Benefits

- Proactively address HR issues or opportunities individually as they arise
- A flexible approach to gaining support in HR management decision making
- A 'new set of eyes' for ideas, advice and perspective
- Advice and support for implementation as you need it, at a frequency that suits you

Flexible approach for advice and support to address issues and opportunities as they arise



For business owners and managers who are seeking support to work through a key HR priority we offer hrCoaching.

hrCoaching combines encouragement and structure with technical expertise, to enable you to progress and achieve your goals. The coaching model promotes practice change with our clients.

"I was really impressed when I approached Rural Directions for some guidance with HR for our new employee. I spoke with them on the phone and they were full of knowledge and understanding about our situation and offered me many ways in which they could help us. They were very flexible in the delivery and timing to suit our lifestyle and this exceeded my expectations.

I saved so much time that could have been spent researching the best way to do things but instead I handed this over and spent time with the kids. I would not hesitate in recommending Rural Directions to others in the future. The way Simon and I look at it is, we are best to focus on the areas of the business we are experienced in, and seek guidance and support for the other areas."

Sally Veitch (grain and livestock producer), Wudinna, SA

Why work with Rural Directions?

We have a proven track record in helping clients develop their HR management. Our whole of business approach ensures that technical, production and management attributes are considered as we work with you.

We offer a professional, independent, innovative approach and a genuine desire to help our clients achieve their goals.

We are based regionally, in South Australia and New South Wales, and deliver our services nationally. Our consultants are based at Clare, Dubbo, Freeling, Loxton and Naracoorte.

Features

We offer a hrCoaching package which is based on a priority highlighted by the client. Such packages are generally short term packages, delivered to a client on an as needed basis. You will receive consultant support, via a coaching process, with access to templates, tools and systems which are specific to the coaching need.

We will tailor the coaching service to your requirements. Together we will establish a process for working through the challenge, issue or opportunity. We may meet for a single session, or you may like to spread the package of time available across multiple consultations.

The first meeting (which can be successfully delivered remotely) will involve a discussion to define your needs and outline expectations from the engagement. The subsequent sessions will be delivered by working through the key issue or opportunity and providing you with responsive and practical advice.

As an example, in the past, clients have sought coaching support to:

- Implement a whole team review process, which included feedback sessions with all team members to identify strengths and opportunities for improvement
- Implement a performance review process with a new employee
- Implement a salary review process to ensure remuneration packages were sound and compliant with FairWork legislation
- Develop and implement robust HR policies
- Implement team meeting processes which resulted in improved outcomes
- Develop and implement job descriptions and workplans

Following each coaching session, you will receive a summary of the meeting and any actions agreed upon.

hrCoaching can be added to the hrAnnual Review service, for clients keen to fast track implementation.

For ongoing assistance with implementing HR best practices, refer to our hrInner Circle service, our signature packaged service.

For more information or to discuss how this service can assist your business, contact us on 08 8841 4500 or visit www.ruraldirections.com

