

# hrManager

## Benefits

- Dedicated time working on your business, specifically focused on the key profit driver – people and management
- Year round support and advice, tailored for your HR strategy
- Increased capacity to lead and manage a high performance team
- Working together as a HR management team to improve people outcomes
- Be accountable for actions together, and receive support in implementation
- Enhance the professionalism of your human resource management

## Supporting implementation of best practice HR management



- Is the threat of losing critical expertise a worry for your business?
- If a key person from your business left, would you be without a successor?
- Have you developed some HR policies or frameworks, but are struggling to effectively implement them?
- Is your business in a growth phase, where additional people resources will be required in the future?
- Are you getting the most out of your team? Are they engaged?
- Are you looking for support to enhance your leadership and people management skills?
- Would you like to develop your communication and conflict management skills?
- Are you where you want to be with your human resource management, including compliance with workplace legislation and internal systems and processes?
- Are your HR documents customised to your business?

Effective human resource management isn't an 'off the shelf' process. During hrManager, we will work with you to develop and implement a HR strategy specifically for your business, which focuses on business management succession and best practice human resource management.

## 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

hrManager is our signature HR Services package. This service supports businesses in the ongoing development and implementation of best practice human resource management. It includes half day meetings, held quarterly, with targeted consultant support throughout the year via a coaching process.

When we start working with you we will begin by working through hrStatus. Our custom designed hrStatus process will allow you and your consultant to evaluate your current HR strategy and systems. Utilising such tools will assess areas of strengths and opportunities for improvement or development, and has been designed to help with prioritising areas of focus.

Based on the results of hrStatus, we will provide recommendations on how we can work with you and your business and provide you with a pathway for implementation.

We will then develop an agenda for each subsequent meeting. Your consultant will chair each meeting, allowing you and your business partners/managers to focus on working on the agenda items.

Throughout the year, between each quarterly meeting, we will work with you by providing advice and ongoing support in the achievement of your actions. We will check in, using hrStatus, and benchmark your progress.

The goal is to develop as an employer of choice. An employer of choice is a business that is meeting compliance and legislation needs with practical systems and processes, to support the ongoing development and wellbeing of your team, while achieving your business enterprise goals.

As a hrManager client, you will have exclusive access to a vast range of our practical templates, systems and tools which will add value to your existing HR management. This will include provision of Myers Briggs Type Indicator®, a personality typing tool for up to 4 team members, as part of the package. Results from this process will be used to develop your self awareness and enhance your interactions with your team, through improved communication, problem-solving, decision making and leadership.

### hrStatus

hrStatus is a tool available to hrAnnual Review and hrManager clients which outlines 12 key HR Management areas. Within each key area, standards are listed as identified by Rural Directions as important. Some of the standards are compliance related, others are associated as best practice HR Management. Clients see value in this tool for assisting in prioritising the key areas for follow up. hrStatus covers the following key areas:

1. Clear organisation structure
2. Recruitment process
3. Remuneration packages
4. Working with contractors
5. Induction processes
6. Record keeping
7. Developing staff
8. Performance management
9. Employee completion process
10. Leadership and management
11. Management succession
12. WHS compliance

## Benefits to your business

- You direct the agenda to ensure you discuss what is important to your business
- You set and achieve your own targets and goals
- A fresh set of eyes will review your business, HR strategy and its processes, share ideas and work through current issues
- A consultant will work with you, directly in your business, like an internal HR manager to support and tailor your HR management
- You will receive advice and support when needed, face to face, over the phone, via video conference, GoToMeeting or email

For more information or to discuss how this service can assist your business, contact us on 08 8841 4500 or visit [www.ruraldirections.com](http://www.ruraldirections.com)

