

Consulting services kit

The path to an engaged workforce



Is it for you?

- Do you want to grow but are put off by the prospect of employing people?
- Have you grown so fast that you don't have systems in place for managing people?
- Have you had some bad experiences with employees and don't want to repeat them?

What you need is an staffing makeover! Based on the popular "gardening makeover" concept, Karen Schmidt from Let's Grow! can help you to turn your business from a staffing mess into a productive environment that everyone can enjoy being part of.

How it can help your business

She can design a customised solution that will help you to:

1. Reduce hiring mistakes
2. Increase employee retention
3. Minimise staffing issues
4. Improve employee productivity
5. Maximise your ROI on wages

The Let's Grow! consulting services are designed specifically for those organisations that don't have their own human resources department.

How it works

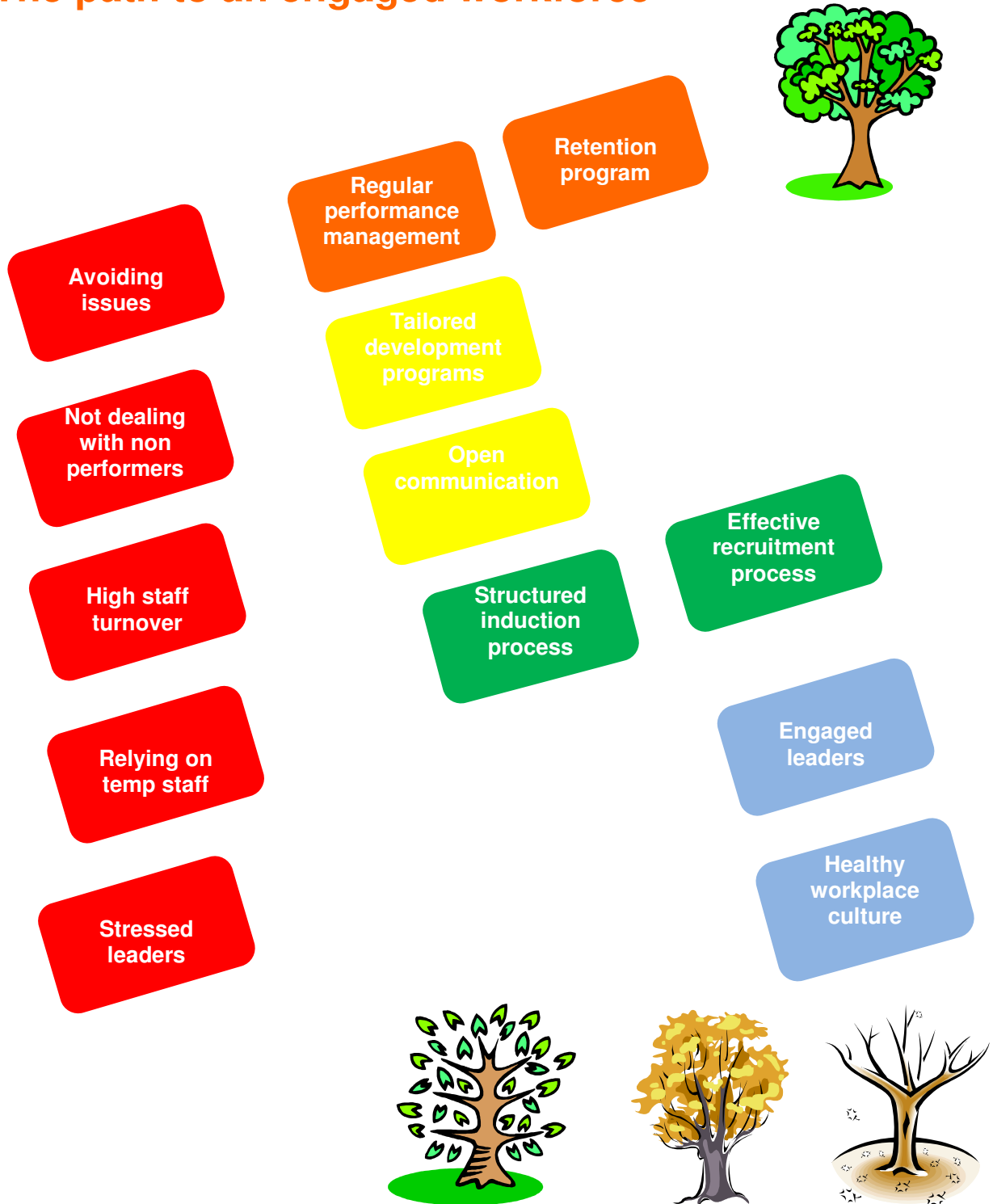
Following the original garden makeover concept, Karen will come into your business and:

- Talk to you about your goals
- Identify your current issues
- Determine what's working and what isn't
- Clear out unhelpful practices and people
- Plan a structure considering your current and future needs
- Source suppliers and equipment for the job
- Put the components in place
- Nurture everything to get growth started
- Show you how to keep it in working order
- Return for some regular maintenance work

Just like a garden makeover, you get to learn from her vast experience when it comes to employing and leading people, as well as tap into her range of contacts to help you source the right help to get your workplace garden looking professional. Whilst it will take her more than a couple of days to complete, you will be impressed with the results!

**To start your business on the path to staffing success
contact Karen Schmidt on 0411 745 430 or karen@letsgrow.com.au**

The path to an engaged workforce



To start your business on the path to staffing success
contact Karen Schmidt on 0411 745 430 or karen@letsgrow.com.au

Steps in the process

1. Research

- Learn more about your industry and your business
- Talk to your existing staff
- Examine your current policies, procedures and systems
- Review all relevant historic data
- Determine what it is you want to achieve from the process

2. Assessment

Analysing your situation to determine the best course of action including short, medium and long term plans

3. Recommendation

Prepare a straight forward report outlining the recommended steps including advice on other organisations that can assist (see details over the page on our Alliance Partners)

4. Action

- Write or rewrite policies and procedures
- Assist with recruitment or termination of staff
- Conduct training workshops to fill skills gaps
- Facilitate discussions with staff to solve issues
- Implement new people management systems
- Coach managers on how to handle staffing matters

5. Review

Once the new systems and processes are in place we will return at a suitable interval to review progress, make any further adjustments or discuss the next steps in the process

What is my investment in time?

Depending on the size of your business and the scope of the project, you would be looking at between 5 and 20 hours.

What is my financial investment?

As the consulting services on offer are tailored to your specific business needs, we can also tailor the cost.

You can choose from an hourly rate or a fixed fee. The upfront cost is minimal and the remainder is paid gradually on the completion of each step in the process so you can more easily manage your cashflow.

**To start your business on the path to staffing success
contact Karen Schmidt on 0411 745 430 or karen@letsgrow.com.au**

Alliance partners

In addition to the services that Let's Grow! can provide to your organisation, we have also formed alliances with a range of partners who provide specialised, complimentary services that can assist your organisation.

Our current partners are:

Australian Health Assessments

Providing tailor-made solutions to small to medium businesses that are looking to improve office culture, increase staff productivity, reduce sick leave and give something back to the people who help make your business special! They offer a range of solutions from flu vaccination programs, annual medical check-ups, education and training programs, health expos and industry-related information sessions.



McIlroy IR Group

Specialising in industrial relations and human resource consultancy services to clients in a wide variety of industry sectors including corporate and not for profits, they can assist you to understand your obligations relating to employment contracts, enterprise agreements, paid parental leave, terminations and redundancies plus occupational health and safety requirements.



OneTest

Australia's leading provider of employment assessments. Their goal is to provide a more effective and economical way to recruit and develop talented people for your business. The end result is lower recruitment costs, faster time to hire and finding better people. They offer a full range of recruitment and development tests based on Australian normative data with 7 day a week client and candidate technical support.



Works4Us

Works4us is an innovative approach to staff retention. It provides an online platform for a legally binding partnership/rewards agreement without the red tape. This totally customisable program is designed to inspire and retain your best staff, directly improving your productivity levels and boosting your profits.



**To start your business on the path to staffing success
contact Karen Schmidt on 0411 745 430 or karen@letsgrow.com.au**