



HR CONSULTING

We specialise in providing refreshingly practical and simple HR solutions to businesses of all shapes and sizes. Our consultants provide business-focused HR advice, support, and solutions to help you manage your people challenges.



HR CONSULTING



HR ADVICE



PERFORMANCE
MANAGEMENT



PEOPLE &
CULTURE



HR CONSULTING

We provide a variety of HR consulting solutions to our clients, including acting as your in-house or external HR Advisor or project partner:

- **Drafting Position Descriptions & KPI's**
- **Organisational Restructures**
- **Development of Performance Review Processes**
- **Conducting Exit Interviews**
- **Policies and Procedures**
- **Change Management**
- **Performance Management**
- **Recruitment and Interview Support**
- **Mediation and "Building Bridges"**
- **Career Coaching**
- **HR Audits**

HR ADVICE

We provide advice regarding employers' obligations in relation to workplace relations laws and a range of other employee matters:

- **Termination of Employment**
- **Probation Periods**
- **Bullying Claims**
- **Serious Misconduct**
- **Awards and Pay**
- **Leave Entitlements**
- **Redundancy Management**
- **Succession Planning**
- **Employment Agreements**
- **Discrimination and Sexual Harassment**
- **Recruitment and Selection**
- **The National Employment Standards**

PERFORMANCE MANAGEMENT

Radford HR are renowned for devising effective performance management strategies that work.

We support our clients by facilitating performance management meetings, drafting necessary documentation, and providing representation and support where required throughout the process.

We assist our clients right up to termination of employment.

PEOPLE & CULTURE

The best way to understand your workplace culture is to measure it. Our survey question design and assessment methods cut through the clutter and highlight the risks and opportunities that exist within your organisation.

We also believe, that 'big is not always better' when it comes to employee surveys. At Radford HR we take a slightly different approach, including obtaining a blend of data from surveys, 1-1 interviews and focus groups. This approach results in better data quality, which ultimately leads to better solutions and outcomes for your organisation.

We obtain quality data through the following methods:

- **Employee Engagement Surveys**
- **Pulse Surveys**
- **Retention Interviews**
- **Culture Focus Groups**
- **Culture Interviews**
- **Career Coaching**

