



HR Advice

Radford HR provides practical people management advice to small and large organisations across Brisbane, the Gold Coast and Sunshine Coast.

Our HR consultants are experts in their field with hands-on management experience and a passion for helping you manage people, pay and performance at work. We do this by adopting a refreshingly straightforward approach that's focused on customised solutions and positive outcomes.



HR Audit

A cost effective way to begin a partnership with your HR consultant, an audit will help you understand your baseline and focus your investment on what your team and organisation really needs.

As-Needed Advice

We provide a variety of ad hoc HR consulting services so you can access our people management expertise as and when you need it, whether by the hour or by the job.

In-House Advice

Your dedicated advisor will work alongside your people on a weekly, fortnightly or monthly basis. With scheduled visits to your premises and on-demand phone and email support, we build rapport, confidence and trust with your team.

How We Help

HR Best Practice

- National Employment Standards
- Compensation and benefits
- Performance review systems
- Probation periods
- Life events
- Disciplinary management
- Workplace investigations
- Termination of employment and redundancy

Employee Engagement

- Psychometric assessments
- Performance management
- Learning and development
- Employee surveys
- 360 feedback for leaders
- Diversity

Organisational Optimisation

- Metrics and reporting
- Policies, procedures and handbooks
- Organisational design and restructuring
- Change management

How We Work

We work across diverse industries and organisations in South East Queensland, engaging directly with CEOs, directors, business owners, HR managers and CFOs.

Our experienced HR consultants take a hands-on approach to implementing effective HR solutions and strategies tailored to your organisation.

Once we've assessed your needs and understand your objectives, we work closely with you to deliver your desired outcomes on time and on budget. We offer fixed fee, pay-as-you-go and retainer arrangements for certainty and flexibility.

Focused on sustainable success, we see ourselves as an extension of your team and believe our position as a trusted advisor is a privilege.



Leadership Development

We're passionate about making a real and measurable difference to leadership performance.

We can assist with the selection and development of leaders at all levels of your organisation. Highlighting their strengths and opportunities for improvement, we'll help inspire positive behavioural change by building their skills and confidence.

Our goal is to help them reach their full potential and ensure their leadership impact in your organisation is positive and effective.



Psychometric Assessments

Psychometric assessments are proven to be an objective and reliable measure of how a person is likely to think and behave in your organisation.

Conveniently completed online and with prompt delivery of results, assessments can be used in recruitment, leadership development, career guidance, succession planning and conflict resolution.

As accredited GeneSys consultants, we provide in-depth insights that support informed decision making, greater self-awareness and optimal performance.



Employee Surveys

Employee surveys can provide you with valuable information to help manage, motivate and retain your workforce.

Focused on answering questions most important to your organisation, employee engagement surveys and 360 leadership surveys allow your people to voice their thoughts anonymously to drive meaningful change.

The resulting reports highlight opportunities to enhance workplace culture, encourage best performance and proactively address identified risks.



Workplace Investigations

Our team have extensive experience in conducting complex and sensitive workplace investigations into allegations of bullying, sexual harassment and discrimination.

Engaging an independent HR consultant to conduct a procedurally fair investigation will enable you to make unbiased decisions based on our findings.

Once the investigation has concluded, we can also support your organisation to repair and rebuild working relationships using tried and tested strategies.

If you'd like to discuss our HR services for your organisation, please contact our Owner and Head of HR Advice, Stephanie Rascoe using the details below to arrange a complimentary 30 minute consultation.