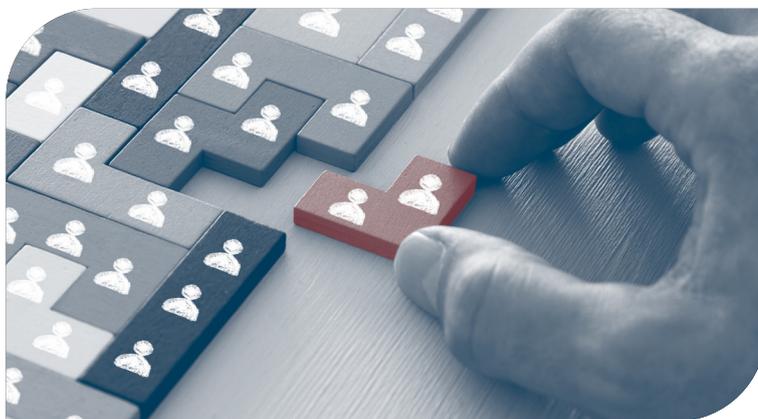


# FOCUSED STRATEGIC PLANNING

## HUMAN RESOURCES



Francis A Jones has developed Focused Strategic Planning as a way of helping our clients pinpoint specific factors or issues that affect their business, and give them the attention they deserve. Our aim is to provide the relevant data, skills, objective feedback, guidance and tools you need to move forward with confidence.

### **Protecting your greatest asset.**

To ensure that you're doing the right thing by your team, and that they're doing the best job possible for you, it's vital to conduct a HR health check. Consider every aspect, from recruitment and induction to performance managing underachieving staff, empowering your stars, and protection against poaching. Having an objective professional work through these issues with you can ensure that you see things as they really are.

### **Understanding your team and culture.**

This workshop is designed to uncover any issues or challenges around your HR, from regulatory and compliance, to IP protection, performance metrics, morale and recruitment.

We'll start with a purpose-built business insights questionnaire that will encompass every aspect of your workforce, and prepare an agenda that covers your most pressing or important issues. It will give you the keys to examine your employee culture, turnover rates, recruitment, induction and exit processes, and more, to gather an accurate picture of your team.

### **Creating a welcoming workplace.**

The two hour workshop will identify risks to your workforce, whether cultural, physical or compliance-related, assess inefficiencies and opportunities for improvement, compare your HR goals to your team's experience, and help you develop ways to enhance your team culture and morale.

You'll come away with ideas and practices that will help you create a welcoming workplace, and develop a more efficient, motivated team.

After the workshop we'll provide a strategic plan that will help you action the ideas, tactics and policies discussed, and we'll follow up four weeks later. If you need it, we can update, evolve or help you reassess every aspect of the strategies you choose at any time.

**Check [faj.com.au](http://faj.com.au) for more information and free business insight questionnaires that will help you protect, grow and improve your business, or call us on 9335 5211.**