



AUSTRALIAN BUSINESS
Consulting & Solutions

HR Health Check Demo Report



Your Results

This report covers the following:

- Areas you are doing really well, so you can continue to keep them strong
- Practical actions you can do to improve your Human Resources Management, based on *your* business

Your Business Profile

This is what you have told us about your business:

- 40-100 staff and/or contractors
- Managers or team leaders supervise work of staff
- Operations plus office functions which include a broader range of functions such as purchasing, AP/AR, sale/advertising, customer service, etc.
- Functions in the business need to work towards their own goals and delivery, as well as working across the business with other teams
- Product/service mix and scale of the business is relatively stable and constant

Based on this profile, your responses have been assessed and scored against which Human Resources Management areas are important for your business.

Overall Rating



Human Resources Management Benchmarks

The degree of Human Resources Management you require depends very much on the size and type of business you have and what your business needs are, at a particular point in time.

Based on your business profile, we have evaluated your responses and calculated your scores based on:

Benchmark 2

Each question is scored differently for each benchmark level. What might be of high importance to a business at Benchmark 4, might be of little importance to a business at Benchmark 1.

Here is a brief description of each of the benchmarks:

Benchmark 1

- You do the HR basics right.
- You comply with relevant laws and agreements.
- You have the right people, and they perform well.

Benchmark 2

- Your resourcing needs are met smoothly.
- Your staff have the right skills.

Benchmark 3

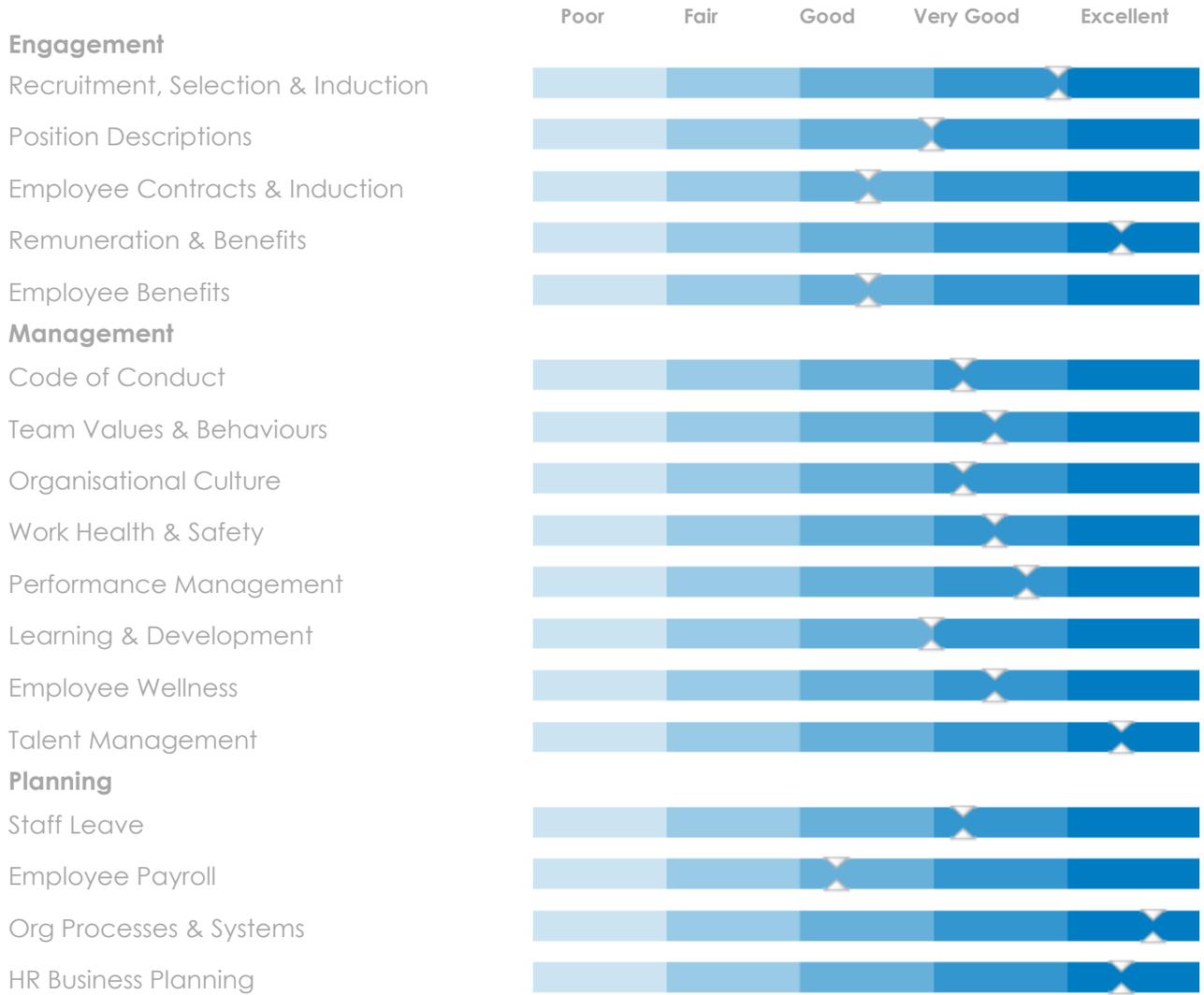
- Your team work effectively together.
- Your processes are efficient.
- You attract and keep the best people.

Benchmark 4

- You have a winning culture.
- Your business can change and grow with agility.
- You predict and plan.

Your results below take into consideration the Benchmark that we have determined is currently appropriate for your business.

Summary



Action Plan

The following actions are critical when you make a plan:

- **Prioritise**
If the area covers compliance, safety or conduct, you should be acting to do something as soon as possible. Other areas can be put in place over time based on what you decide in your action plan.
- **Plan Tasks**
Break your action plan into easy tasks so you can make progress and no one piece of your plan is too big to handle.
- **Set deadlines and track**
Don't put your plan away in a drawer! Keep it handy so you can track progress and keep focused on your goals.

Four key actions can help keep a plan on track:

- **An owner**
Nominate the right person in your business who should be responsible for improving this task or area.
- **Skills**
Make sure the person you give the task to is trained and skilled, or knows where to get advice and help.
- **Tools**
Seek tools and help from experts.
- **Communication**
Make sure the person and everyone in the team is aware so they can support the improvement.

What next?

- Stay up to date
- Source ways to stay up to date.
- Make changes as required
- Keep in touch with the growth and evolution of your business so that as it evolves, you can be prepared to increase the level of People Management in your business.

Australian Business Consulting & Solutions works with thousands of businesses Australia-wide: we deliver professional consulting services and develop online business tools and resources.

Through our close relationship with the business chambers, we share their mission by helping Australian businesses succeed.

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