

Need help managing your Staff issues?



Staff problems are in the top 3 issues for Australian Businesses.

- *How do you attract good staff?*
- *How do you keep them?*
- *How do you keep accurate records?*

Business today faces all the challenges of a strong economy. High growth, skill shortages, rising staff costs, legislative changes and the challenge of driving continued performance and productivity.

More and more owners, senior managers and partners are finding this environment is impacting the company's ability to keep growing, or even keep up with demand. Suddenly they're finding themselves or their key people are in constant decision mode, working harder but not achieving their goals.

If this is you, you're not alone.

- Improve your staff management practices
- Improve the way you attract applicants
- Improve your staff retention
- Provide one on one coaching for you and your team
- Keep up to date with changes in Legislation

The menu on the next page is a sample of how we can make a difference to your people, their performance and your profits

Contact us for an Obligation Free Needs Analysis

- Improve Performance
- Improve Productivity
- Improve Profitability

HR Coaching Program Methods

As HR Coaches, we use leading edge diagnostic assessments and solutions delivery.

An example of the tools that help create real changes in your business include:

- STAR Employer and Employee Satisfaction Surveys
- Compliance Checks and HR Audits
- HR Plans
- Facilitated Performance Reviews
- HR Coach Staff Systems Software

STAR Workplace

Can you afford staff turnover?

Get the real story of how happy your staff are and what you can do to keep them.

HR DNA will take the temperature of your workplace to assist you to

develop strategic HR Plans.



Services Menu

Staff Systems

This incredibly economical and versatile software is a Complete HR system for any business. Automated Forms and templates, Database, HR Guide, Reminders and Reports – all there in one place.

Systems Implementation

Staff System installation and one on one coaching on how to maximise the system and integrate it into your workplace.

HR Audit:

Don't let the new legislation catch you out! A spot audit of your human resources processes, policies and procedures with a report identifying your risks and opportunities.

Team Coaching

Staff Focus Groups & Workshops to develop your management and staff. Get your people involved.

One: One Coaching

Coaching to develop your management team, their people skills their HR savvy and their career.

Mentoring for your existing HR Manager

Whether it's the design and implementation of an HR project, development of an HR plan or one on one coaching- we can assist your own HR people to achieve your business objectives.

Outsourced HR Manager

Need a HR Manager but can't justify the salary? We have the perfect solution. By accessing our team of experienced HR Professionals, you can access to the expertise with a fraction of the cost! The benefits to you are enormous.

Team Assessments

Need to know more? Whether you are recruiting, developing your key people or understanding how your team can work better, Personality and Ability Testing will be invaluable.

About HR DNA



Lao Biesbroek is a member of the Australian HR Coach Network and Director of HR DNA.

As the State Manager of the Coles Myer Institute he was responsible for the delivery of training and development services to all Coles Myer brands.

As State Human Resources Manager for Target Australia, he delivered HR services to more than 90 stores and offices throughout Victoria and Tasmania.

This generalist role covered the full range of operational HR including Employee Relations, Remuneration Reviews, Performance Management, Management Coaching and Development, Succession Planning and Workforce Planning.

Lao's experience is underpinned by the national research initiatives undertaken by the HR Coach network on the changing trends in people management.

We're based in Melbourne, but we can coordinate and deliver our services throughout Australia through the HR Coach Network.

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HRDNA
People Process Performance