



It can cost your
business over **\$50,000**
when staff leave...



and it's putting your
business at risk.

Research shows nearly 25 per cent of Australian employees will change jobs this year. And when you consider staff turnover costs can be between 50 - 150 per cent of a person's annual salary it's obvious why staff retention is quickly becoming a burning management priority.

*Isn't it time you let someone help
you do something about it?*

Help is at Hand

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 motivate them?*

It is critical to get it right because HR issues are dragging down business performance and even impacting on businesses ability to grow. Some are not coping and have been forced to close the doors.

With the upcoming change in legislation on July 1st 2009, it is even more important to ensure we have the right systems in place to manage your employment relationships efficiently and effectively.

"Take my 20 best people and virtually overnight, Microsoft becomes a mediocre company."

Bill Gates

HR Coach has helped hundreds of businesses overcome their staff issues. We work with you to identify your issues, through an in depth diagnostic of your HR requirements.

Based on this information, we then provide systems, processes and coaching that are tailored specifically to your business's needs, which help **you save time and reduce risk.**

The following menu is a sample of how we can make a difference to your people, their performance and your profits.

tHRreshold Coaching Services



Services Menu

Staff System

Complete HR system for any business. Automated forms and templates, Database, HR Guide, Reminders and Reports – all in one system.

STAR Workplace Program

Create great workplaces and make strategy happen by attracting, retaining and developing high quality staff. Celebrate the achievements of your STAR employees creating an engaged and productive workplace

HR Audit

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

Staff Surveys

Can you afford staff turnover? Get the real story of how happy your staff are and what you can do to keep them and motivate them.

Team Coaching

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

One : One HR Coaching

Coaching clinics to develop solutions for developing your people management skills develop ways to attract new staff, retaining existing staff and planning for the future.

Outsourced HR Manager

Need a HR Manager but can't justify the salary? By working with tHRreshold you can access expertise at 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.

HRexchange ^{New}

tHRreshold has established HRexchange, peer group support networks for HR Managers of small to medium sized enterprises (SME's). HRexchange brings human resource professionals, administrators and company owners together in small groups of 10 – 12 members for an invigorating exchange of information, ideas and insights to improve the efficiency and effectiveness of the HR function by linking people to the strategy of the business.



In recognition of our experience and proven track record as HR practitioners we were invited to join the HR Coach Network. To become a Member, we completed intensive training in practical HR Coaching. Armed with patented consulting methods and systems that have been designed specifically for Australian Businesses, we are at the leading edge of people management strategies that are relevant to business.

Our expertise is complimented with a national framework of experts so we can provide you with the best holistic service to you.

Revenues from the HR Coaching Network go towards ongoing research into contemporary HR issues and innovation in people management.



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