



Next Steps Package

At Perspektivs, we work with businesses and their leaders who are experiencing significant change and / or a shifting marketplace. We have the skill and intuition to quickly build understanding of the people dynamics of your business and highlight potential opportunities and likely obstacles.

We are experts in people; in aligning business and personal values; and in creating different conversations that will help you grow.

We will help you 'do' Human Resources your way.

Our Next Steps package is designed for businesses of between four and 14 people that can likely be defined by one or more of the following statements:

- You've been travelling successfully for a few years and you are now positioned for the next phase of growth
- Your vision and brand are clear and you are needing to align and engage your people to your brand
- This is possibly the first time that someone outside is strategically looking at your business. This is exciting...but also a little daunting
- You are wondering how to reward your team's loyalty and maintain stability whilst keeping them motivated for the changes ahead
- With an injection of funding or confidence you now have the opportunity to think differently about how you lead and manage your business
- Your team are likely to be excited however may also be considering what comes next, is this good for them and how they fit

If this sounds like you, and you are currently considering how to best prioritise your next investment, we'd love to help to create a people strategy that is aligned to achieving your ambition and ROI for you and your investors. Our approach is outlined overleaf.

Next Steps Package Outline

I'm still a SME however people related growing pains have kicked in



STAGE 1 - HR REVIEW

We will lift the bonnet and take a good look at what is underneath

Together with you, as the CEO, Director or Founder, identify risks and opportunities to help inform your people strategy or approach / services required. Involves:

- Remote desktop review to understand current people processes, goals, vision and business strategy
- 2 hour CEO / Founder discussion
- 1:1 meetings with senior stakeholders (up to 7) to gain whole business perspective

Time investment for you: collation of data to send to Perspektivs, plus meetings with Perspektivs consultant.

COST OUTLAY: APPROX 10HRS CONSULTING TIME + GST

OUTCOME

Tailored (simple, not cumbersome!) people strategy for your business that outlines the key priorities to respond to people related risk and opportunities.



STAGE 2 - INSIGHTS AND PEOPLE STRATEGY

We will hold up a mirror and ask you to look with an open mind, share perspectives gathered in Stage 1 and help you explore and understand what you see

Develop a tailored people strategy and recommendations to address risks and opportunities identified in the initial HR review

In discussion with you provide advice and guidance on what risks or initiatives to prioritise and when.

Time investment for you: 1 hour discussion to review people strategy and recommendations.

COST OUTLAY: 4HRS CONSULTING TIME + GST



STAGE 3 - HELP TO MAKE IT HAPPEN

Together we will create the plan and then we can provide ongoing support to put your strategy into action

A sample of services we could offer through implementation include:

- Development of policies and procedures
- Clarification of roles and responsibilities
- Organisational structures / workforce planning
- Support for attraction and selection of talent
- Provision of interview guides and recruitment assistance
- Guidance for managing performance issues
- Establishing performance expectations and feedback
- Executive coaching sessions – someone for you to lean on and bounce ideas with
- Team engagement or training workshops
- Leadership skills or development programs
- Onsite HR support / on-call HR advice

COST OUTLAY: TBC / hour + GST

Rates can be negotiated for larger components of work