



Scale Up 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.

This package is designed for businesses with 15 or more people that can likely be defined by one or more of the following statements:

- You've been thinking if only I had more money, more time, more people...You are now allowing yourself time to bring your ideas to life, but which ideas do you prioritise?
- You may be realising that you can no longer do everything yourself and may need to change the structure of your business to increasingly rely on others
- It could be time for some team members to step into a leadership role and you need to make sure they are ready, willing and able
- Some of your people who have specifically chosen small business may now decide to leave you as they don't want to be part of the next stage of growth
- With more than 15 employees, you need to ensure the business is protected from the Fair Work legislation that now applies
- You are asking yourself, how can we continue to grow without losing the essence of our start-up

If this sounds like you, and you are currently considering how to best prioritise what comes next, 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.

Scale Up Package Outline

At 15 people legislation changes kick in, but how do I keep the essence of my business



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 15HRS 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

With insights gathered from Stage 1, develop a tailored people strategy and recommendations to help address risks and opportunities identified in the initial HR review.

In discussion with you provide advice and guidance on what 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 and templates 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