

*Your people and their development are
what set your organisation apart*

People Development

Giving you the key to retention

In a recent job index survey it was found that 44.6% of Australian employers believe a lack of career development is the biggest factor affecting their ability to retain staff.

We have found through our years of consulting experience, a strong people development focus encourages loyalty, increases staff retention and optimises the return on your 'investment'.

Our team of qualified psychologists and consultants design and deliver People Development programs and HR strategies based on practical development actions to enable staff to develop the required job competencies and behaviours to ensure success for them and their organisation.

The range of People Development services we provide include:

- > Leadership Development - combining an intimate and practical understanding of business and psychological theory in developing an approach to meet your leadership challenges.
- > Coaching - enabling integration of new skills and behaviours in your personnel as part of tailored training programs, development centres or as a stand alone service.
- > Performance Management - customised programs designed to support your company's vision and business plans. To ensure successful implementation of the process, we also

develop and conduct tailored training for your managers and staff.

- > Capability Audits - allowing you to gain an insight into the capability of your workforce against specific competencies. This vision can be instrumental in successfully driving cultural change within your organisation.
- > Team Building Workshops - an effective way of bringing team members together to explore current patterns of functioning, reasons behind such patterns and ways to improve the team's overall performance.
- > Training - specific training programs designed to improve work place practices, ranging from staff selection and executive leadership programs to audits and quality management.
- > Change Management - customisation of our Change Management model to meet your needs takes you through the key steps of initial project plan establishment, to challenging of the status quo, the generation of new ideas, and the establishment of an implementation plan.
- > Development Centres - utilising a multi-faceted assessment approach to identify an individual's development needs and your organisation's objectives, leading to the establishment and implementation of a personal development plan.

> Succession Planning - development of comprehensive Succession Planning programs to ensure that when an employee moves on (or up), there is someone ready to step up and accept the challenges of the role at hand.

> Job Analysis and Competency/Skills Mapping - allowing you to define your required roles and the competencies needed, assess existing staff competencies and distinguish the strengths and skill gaps of your people.

Our Track Record

- > Austin Health
- > Country Fire Authority
- > Department of Justice
- > Freeport Mine, West Papua
- > Loy Yang Power
- > Masterfoods
- > Medibank Private
- > VicRoads
- > Yarra Valley Water



Contact ValueEdge to discuss
your People Development needs

To discuss your People Development needs with one of our consultants, please contact us at value@valuedge.com.au or phone **+61 3 9690 4550 or +61 2 8448 2024**. Visit us at www.valuedge.com.au