

Managing Risk & Maximising People Performance



Helping Business Align Activity to Strategy
to improve performance and profitability



PK PEOPLE SOLUTIONS
PRODUCTIVITY & PROFIT



psychological
ASSESSMENT SOLUTIONS

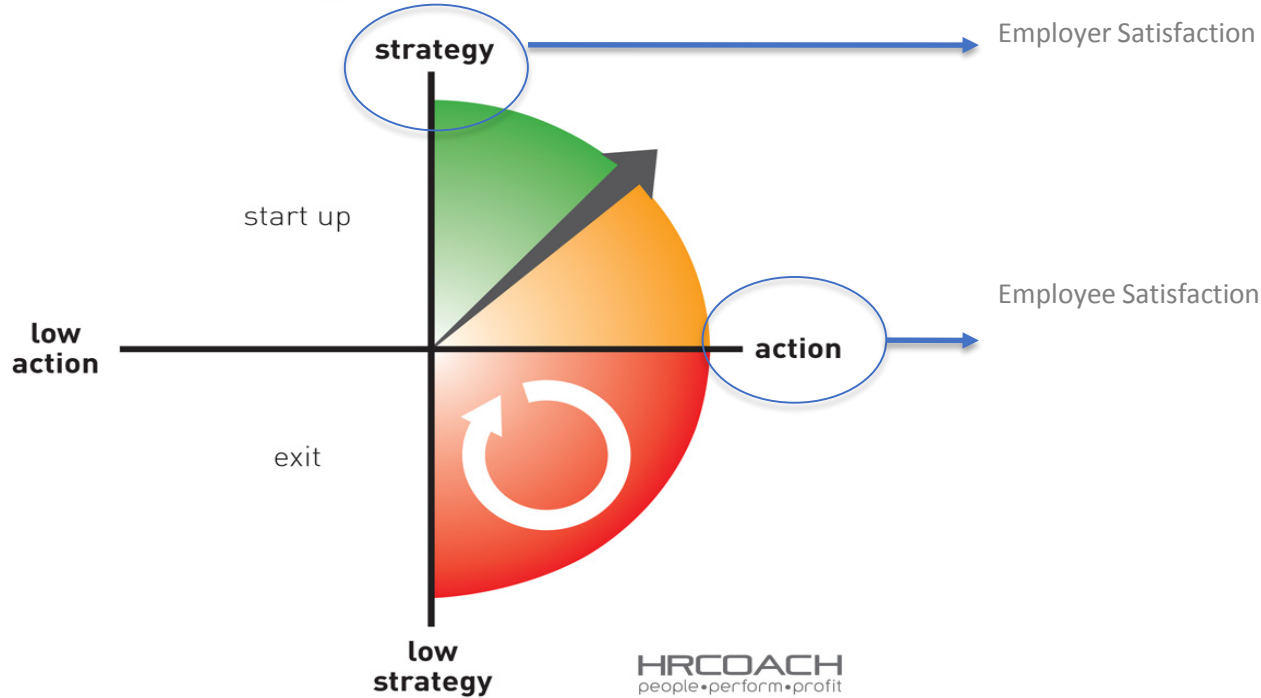
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BUSINESS TYPES

Method Based on Research



Strategic Action Model™



HRCOACH
network member

EVERYTHING **DiSC**
A Wiley Brand

ACCREDITED FACILITATOR • AUSTRALIA

BUILD A PRACTICAL PLAN

Based on the National Australian standard for HR - HRF101

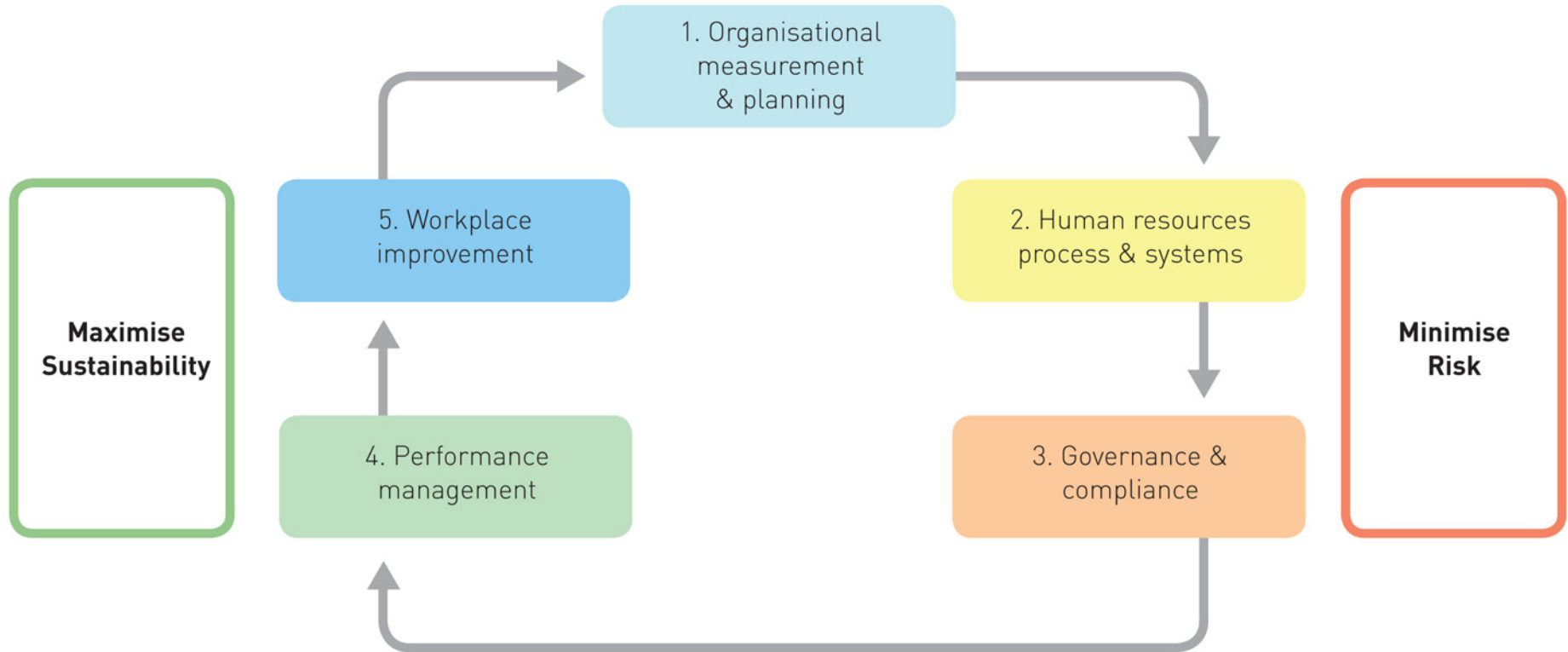


Figure 2 – Model for the Balanced Human Resource Framework©



Employee Assistance Program (EAP)

Some interesting workplace facts:

- For every dollar that is used to identify and support people with mental illness in the workforce, there is a near **500% return in enhanced productivity**” (Australian Human Rights Commission)
- 1 in 5 employees will face a significant personal or professional problem that will disrupt their lives and their productivity.

ASSESSMENT. TREATMENT. SOLUTIONS

Different Organisations – Different Needs



5 Essential Benefits of Workplace EAPs

1. Encourage a positive work environment

- Stress affects overall work force
- If someone is experiencing a high level of stress, they may become more defensive, argumentative, and a less communicative at work.

2. Leads to increased productivity

- Personal problems distract employees → less motivated & creative/ use more sick days

3. Affordable for employers to Implement

4. Lead to Increased Employee Retention

- A positive work environment is a key factor in retaining talented employees.

ASSESSMENT. TREATMENT. SOLUTIONS

Different Organisations – Different Needs



5. Helps business save money

Current PwC report assessed costs incurred by employers who fail to take action to manage mental health conditions in the workplace , i.e.:

Absenteeism \$4.7 billion

- Equivalent to 1.1 million days' sick leave nationwide.

Presenteeism \$6.1 billion

- **Severe:** Estimated 378 hours presenteeism per year
- **Moderate:** Estimated 150 hours of presenteeism per year
- **Mild:** Estimated 30 hours of presenteeism per year.

Compensation claims \$146 million

- Some industries received more claims than others e.g. the retail trade received 505 claims with a typical compensation payment of \$13,800 whilst mining received 50 claims with a typical payment of \$22,400.

OUTPLACEMENT SERVICES

Protecting your reputation



Outplacement

Job loss through redundancy is a traumatic event for individuals and a stressful time for the organisation.

Exiting employees have

- More positive views of the organisation
- Higher perceived fairness of the process

Remaining employees have

- Improved feelings of job security
- See the organisation is treating exiting employees fairly and with respect
- Bolster their commitment to the organisation

MANAGING RISK & MAXIMISING PEOPLE PERFORMANCE



Licensed HR Coach & Network Member
Everything DISC, Accredited Facilitator



Registered Psychologist
Member of the Career Development
Association of Australia
Member of Society of Vocational Psychology

