



Human Resource Management

Nexus Consulting Services has provided HRM services to organisations both large and small. Clients can choose from a complete HRM service or they may select from amongst our suite of services.

SMEs (small medium enterprises) have found our services particularly useful because, uniquely, we are able to offer a "start to finish" service. In such cases we work as a close business partner in establishing their HR function in a manner appropriate to their business needs and through the provision of appropriate training and documentation we help them become self-sufficient in all the relevant areas of human resource management. This allows them to avoid the costly pitfalls of poor HRM, promotes them as an "employer of choice" (thus helping them attract the best employees) and gives them a unique competitive advantage in a world where there is increased reliance on human capital.

Our HRM services include:

- Provision of and training in HR Best Practice in areas such as:
 - ▶ recruitment and selection
 - ▶ employment agreements
 - ▶ performance management
 - ▶ policies and procedures (eg., OH&S, EO, Teleworking, Harassment Prevention, Discipline, Internet Activity, Job Descriptions)
 - ▶ reward and recognition
- Aligning the HR function with the core value proposition of the organisation (Strategic HR)
- Facilitation of the set-up of the measures for determining the effectiveness of the HR function
- Outplacement
- Assessment Centres
- Organisational Change and Development

Service provision by Nexus is only by highly qualified and professionally accredited personnel. And because we are a boutique firm you will always receive highly personalised service customised to your precise needs.

Our HRM services are integrated with our other areas of provision. For example:

- We provide training and development programs on leadership and management
- We provide management coaching for greater effectiveness
- We have a complete online psychological testing suite
- We can supply and install premium elearning software and an online human resource development system
- We conduct online climate surveys which will tell you how your organisation is performing and then we can facilitate the change process to improve your organisation's performance

Our HRM service is here to ensure that in a demanding and competitive business environment your organisation has what it the most important source of competitive advantage to ensure "bottom line" success - a flexible, committed, and aligned workforce.