



Optimise your hiring process

Having the right hiring process in place is the first step towards building a high performing team and thriving culture

At PeopleQ we know that getting the right mix of skills, talent and leaders into your organisation is what will achieve the most impactful and enduring outcomes, and that it all starts with hiring.

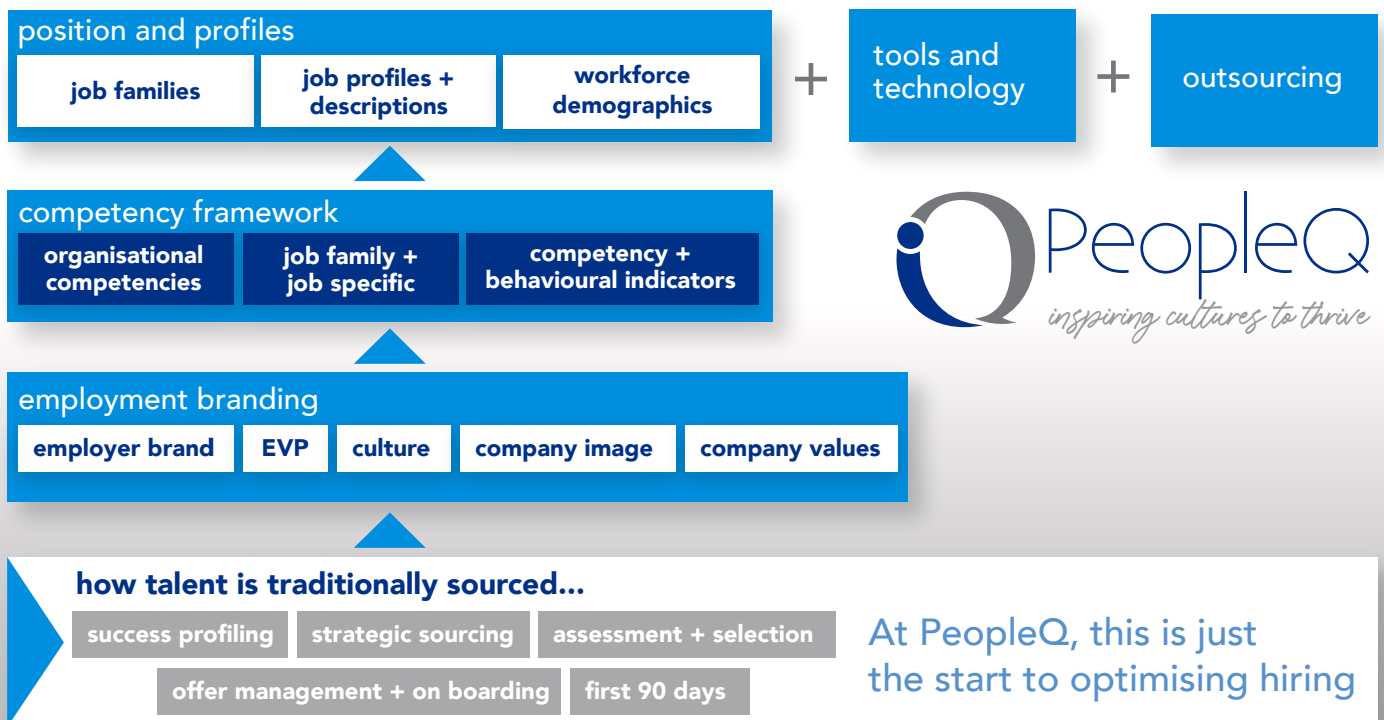
When it comes to talent acquisition, many believe the first step is the development and execution of candidate sourcing activities. Whilst this is a critical part of the process, you can't begin the search without understanding

what competencies, skills, and behaviours underpin the role you are hiring for and how it aligns with the broader organisational drivers, goals and values.

Establishing what we like to refer to as an Organisational Competency Framework will ensure that your day-to-day hiring is aligned and will add, not detract from your organisational goals.

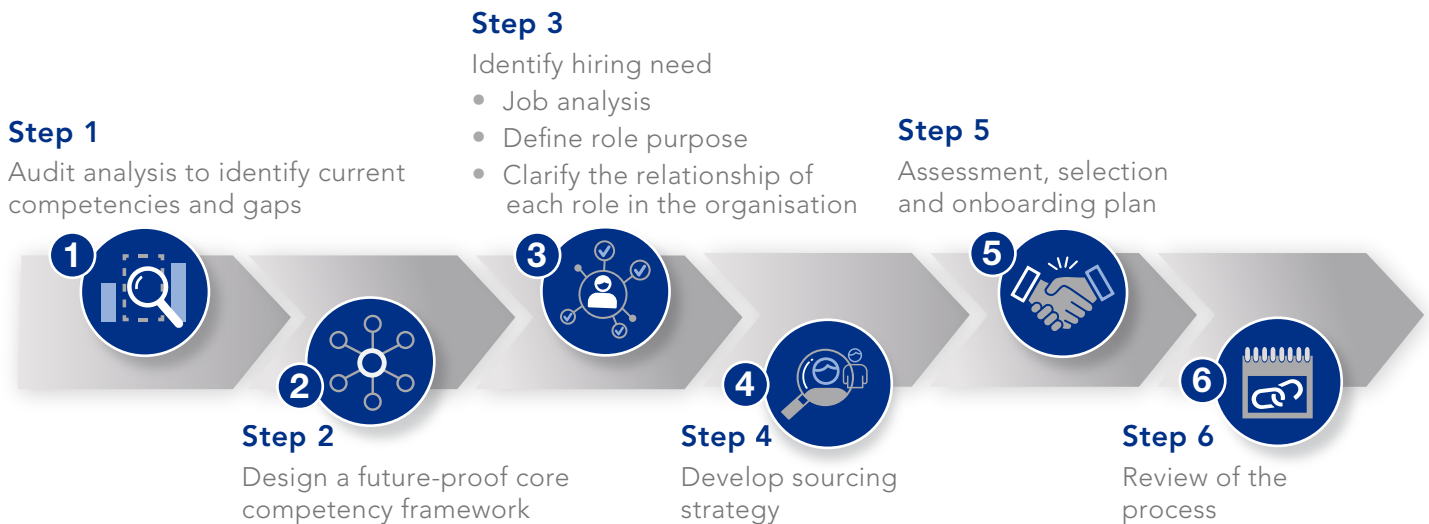
PEOPLEQ'S TALENT ACQUISITION STRATEGY

We consult with you to review and re-engineer your hiring, from identifying role requirements, to establishing a bespoke Competency Framework, creating sourcing strategies through to developing robust assessment and selection processes.





These are the steps we follow to design your talent acquisition strategy, and we do this with the intent of imparting knowledge. This means we coach your team to optimise hiring in the future.



Maximise your People Power

Organisational transformation can take various forms. At PeopleQ, we're passionate about transforming your most critical asset: your people. They are the heart of your business. Our future-proof competency framework will

assist you to build upon a core success profile that you can utilise to identify and develop potential leaders. Leadership is rapidly evolving, and with this change comes the need to think differently about capabilities.

OUR THOUGHTS ON CAPABILITIES FOR THE FUTURE

Connection, empathy and emotional intelligence

These are a high priority. With so much uncertainty, it is crucial leaders have the skill to help themselves and their teams navigate it.

Purpose

Creating purposeful organisations, teams and leadership is future-critical for creating appropriate decision-making frameworks.

Trust

High on the agenda for creating harmonious, collaborative, high-performing teams.

Culture Aggregators

It will be important for leaders to not only cultivate the right team culture, but to also strategise, define and build it

Resilience and wellbeing

Fast becoming a priority for every human on this planet. Building resilient leaders, teams and organisations will be necessary.

Storytellers

Understanding the power of stories to embody, engage and enhance.

Behavioural agility

The ability to know when to lead, coach, consult, advice, train and manage.

Creativity and innovation

Fostering creativity and leading innovation are the keys to growth and survival, and leaders will need to understand what elements are needed to achieve this and how to ensure the customer is always central to all decision-making.



How PeopleQ can help

Having a competency model and framework is just the start. The success will depend on how your new hires and leaders are engaged and developed to further enhance those competencies. Talk to us at PeopleQ as to how we can assist.

Melina Lipkiewicz
melina@peopleq.com.au
0498 800 008

Suria Ward
suria@peopleq.com.au
0407 776 888

Humanising the workplace