

ORGANISATIONAL PSYCHOLOGY



What really makes your organisation tick?

Melissa McCarthy has recently joined the HR Business Solutions team with expertise in the area of Organisational Development. Melissa is a registered Organisational Psychologist with a passion to assist organisations to create high performing and truly engaged teams and employees. In order to assist organisations to become highly successful, the Organisational Development division within HR Business Solutions provides the following services:

Psychometric Testing for Recruitment

HR Business Solutions utilises a number of valid and reliable psychometric testing instruments for recruitment which will assist you in your decision making process. Psychometric testing has been found to be the best predictor of job performance and is even more accurate at producing a successful selection when combined with behavioural interviews. Prices starting from as little as \$300.

Psychometric Testing for Development

HR Business Solutions utilises psychometric testing as a tool for individual and leadership development. Psychometric testing promotes self awareness and can be used to work on individual developmental goals and needs.

Emotional Intelligence

Emotional Intelligence involves a set of skills that define how effectively people perceive, understand, reason with and manage their own and others' feelings. At work, Emotional Intelligence underpins how well employees work together as emotions are an inherent part of workplace activities at all levels, and research shows that Emotional Intelligence is a key component of effective leadership. HR Business Solutions can provide self assessments and 360° assessments of Emotional Intelligence, as well as a structured Emotional Intelligence coaching program.

Team Building

HR Business Solutions utilises Team Management Systems products as part of our facilitated team building sessions. Tools such as the Team Management Profile offer organisations a research proven assessment that reveal critical dynamics to enable the development of high performance in the workplace.

Organisational Surveys

HR Business Solutions provide a range of online and paper-based surveys including: culture surveys, 360° assessments, and engagement, commencement, retention and exit surveys.

For more information please contact Melissa McCarthy at HR Business Solutions on **3254 1177** or email melissa@hrbs.com.au

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