



## What Really Makes Your Organisation Tick?

“My role as HR Business Solutions’ resident registered Organisational Psychologist is to help our clients understand the relationships within their workplaces in order to enhance organisational effectiveness, productivity and individual wellbeing.”

*Melissa Redding, Organisational Psychologist*

In order to assist organisations enjoy optimum success, HR Business Solutions provides the following Organisational Development services:

### **Psychometric Testing for Recruitment**

HR Business Solutions utilises valid and reliable psychometric testing instruments which will assist you in your decision-making process. Psychometric testing is, without doubt, the best predictor of job performance. We also recommend behavioural interviews to ensure successful selection. 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 (EI)**

EI involves defining how people perceive, understand, reason with and manage their own and others’ feelings. EI is a key component of effective leadership. Emotions are an inherent part of workplace culture - research shows that EI underpins how well employees work together. HR Business Solutions can provide self-assessment and 360° assessment tools designed to support a structured EI 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 Questionnaire will identify the critical dynamics required 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 and 360° assessments as well as engagement, commencement, retention and exit surveys.

For further information about our services, please contact Tina Radford on 07 3393 1100 or email [tina@hrbs.com.au](mailto:tina@hrbs.com.au)

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*“Expert Advice, Practical Solutions”*

