

Human Resources Transformation

Your organisation. Improved.



HR is not about HR¹

From personnel to partner; police to enabler, the 'journey' that HR has been on since it was simply required to process the pays, has been described in many ways.

High performance organisations know that having a HR function that is appropriately designed, resourced and enabled, can be the difference between a flourishing enterprise and one that fails to survive.

High performance Human Resource functions know that enabling the business is not about being 'lead practice in HR' – it's about attending to the forces that impact contemporary business today and contributing the expertise and leadership that helps humans contribute to achieving the vision.

Finding ways to help the workforce deal with volatile, uncertain, complex and ambiguous realities – assisting them to advance 'work that needs to be done' in response to the operating environment, and leading the development of capacity and capability that position the business to meet the needs of customers – all form part of the challenge for HR today.

Today's Executives are asking us:

- How do I get HR to help me stay out of jail AND grown my business?
- How do I move HR from being seen as an overhead to a revenue generator?
- How do I help my payroll and industrial relations people become more strategic?
- What role, if any, should HR play in Governance, Enterprise Program Coordination, Change Management and Business Transformation?

Good HR is no accident.

Realising the business benefit of contemporary HR is a deliberate activity. The days of developing an admin officer into the payroll clerk, or keeping the business out of industrial hot water and leaving the rest to leaders, are long gone.

Organisations who invest in deliberately designing and resourcing their HR functions report:

- Reduced reactive (industrial, recruitment and OH&S) demand for support and associated costs
- Increased proactive workforce leadership and management behaviour across the business
- More efficient and effective enterprise people management processes
- Improved human performance across their organisation

HR Transformation is an ongoing and dynamic journey in which the HR function continuously finds new ways to inject its expertise in a manner that evolves with the business context and the organisation's Strategy.

¹ From War on talent to victory through organisations, Ulrich 2015

Resources

We're here to help.

The team at J&G Consulting hold deep experience in designing and implementing enhanced models of HR service delivery in large and complex organisations.

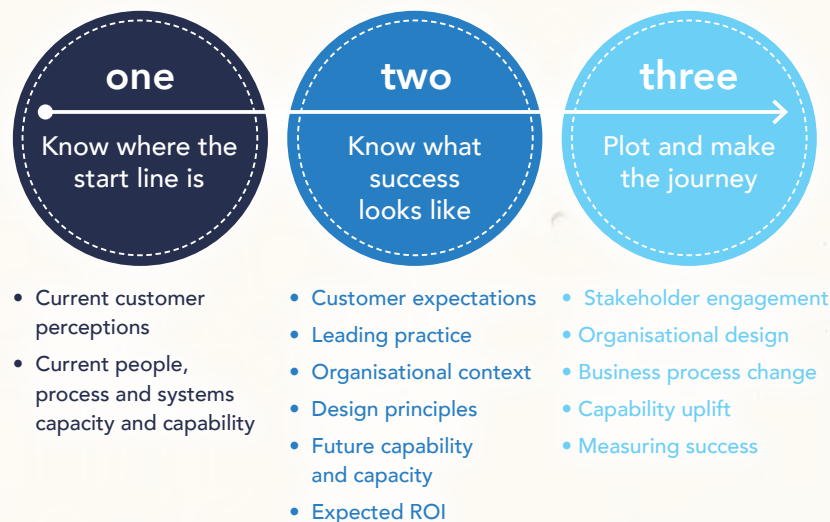
We help our clients to improve whole of organisation performance through assisting them to explore and move toward improved ways of 'doing HR'.

This is how we do it.

At J&G we believe that building your capability is key. We work to establish collaborative and long lasting relationships with our clients, supporting them to leverage their current strengths and evolve to new levels of impact.

We draw on international frameworks, research and leading practice across a range of industries to inject our expertise into the design of new HR Service Delivery Models and Organisational Structures, working with your Executive, HR and key stakeholders across the business to co-design the future.

Our three step approach to reviewing and redesigning HR:



Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence the journey that will improve the contribution that your HR function is making, contact J&G directly for a complimentary and confidential conversation.

"In every aspect of the consultancy I was delighted with the process and the outcome. J&G combine their talent and expertise to understand our organisational requirements, to consider the views of those most likely to be affected by any structural change and to provide advice based on internationally accredited quality benchmarks to allow our organisation to meet the service requirements of a challenging and dynamic education environment. Their capacity to listen, to analyse and to present a clear proposal for advancing the organisation's strategic HR capability leads me to confidently and sincerely recommend them."

*Executive Director,
Townsville Catholic Education*

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search.

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