



Harvest HR & People Solutions

2023 Prospectus

# The Geelong region's experts in talent recruitment and human resources

Harvest is a specialist talent recruitment, executive search and human resources firm, proudly based in Geelong.

We are regional experts in providing bespoke talent solutions.

Some of our solutions include:

- Leading the end-to-end recruitment across a broad range of specialist, finance, legal, technical and hard-to-fill roles;
- Managing executive search assignments;
- People Solutions through Harvest's HR events and programs or HR consultancy; and
- Delivering outplacement and EAP.

Our HR & People Solutions division has delivered project support, consultancy and workshop facilitation in areas including, but not limited to:

- Interim Management (in Human Resources and other specialist disciplines)
- Workplace Relations (EA Negotiations, Mediations, Investigations)
- Organisation Design; Structure, Classification and Category Review
- Mental Health & Wellbeing (including Accredited Mental Health First Aid Training)
- Employee Assistance Programs (EAP)
- Leadership Courses and Mentoring
- Culture and Transformation
- Employee Engagement
- Gender Equality Action Plans
- Remuneration and Rewards
- Position Description Development
- Employee Policies / Employment Handbooks

We do what we do best so that you have more time to do what you do best.



Harvest conducts the Geelong HR Index that collates economic, employment and HR data from over 100 of the region's employers. Findings for the 2022-2023 HR Index can be found at <https://www.harvesthr.com.au/wp-content/uploads/2022/03/Geelong-HR-Index-Regional-Findings-2022-Complimentary.pdf>



“Harvest are very generous with their contribution to the local HR community providing regular opportunities for learning, networking and sharing. The topics are always relevant, and the speakers are of good quality and experience.”

Leanne Perryman  
HR Professional

“Both speaker were fantastic-informative, interesting and great presenters. Well worth coming to, I would like to come again and would highly recommend the HR Roundtable to others.”

Donna Hay  
HR Professional

“The ‘Workforce Management in Crisis’ webinar series was an added bonus to access. In a time of rapid change due to COVID-19 and information coming in thick and fast from multiple areas, it was valuable to have these sessions available. Thank you Harvest HR for this series and the great work you have done in establishing a comprehensive Professional Development program for HR professional in the Geelong region!”

Louise  
HR Professional

# Introduction

Harvest launched in Geelong as a specialist/executive recruitment agency over 12 years' ago however we didn't want to be another "agency".

In 2016, to provide an opportunity for the region's HR Community to come together, share ideas, gain insight and HR thought leadership we launched the Geelong HR Roundtable.

After six years our HR Roundtables are often oversubscribed. In response, Harvest created the Geelong HR Nexus, a membership based platform where your seat (or that of an organisation delegate) is guaranteed.

Additionally, we have leveraged those topics most in demand into professional development programs ranging from half-day workshops to six month programs – especially in areas where skills are gained and learning is gleaned over time.

The event calendar is laid out for 2023 to allow bookings in advance so those that want to be at the table, don't miss out.

In addition, every organisation will be able to access our consultants who are subject matter experts in their field through onsite PD, mentoring, coaching and facilitation, accredited workshops.

Our audience has shown greatest interest in six pillars which we will use as our "footprint" for our HR events and consulting services. These are:

1. HR Strategy
2. Organisational Design, Workforce Planning and Talent Management
3. Compliance and Employee Relations
4. Leadership
5. Mental Health and Mental Wellbeing
6. Culture, EVP and the Future of Work



## To date the Geelong HR Roundtable topics have covered:

### Organisational Design, Workforce Planning and Talent Management

- Getting the Right Staff
- The Candidate's Market – How to Compete in the New Era of Talent Acquisition
- Talent Acquisition and Management
- People Management Post COVID
- Workforce Planning for Local Government - meeting your Local Government Act
- "Pathway to the Board" - How to Access Director and Board Roles

### Compliance and Employee Relations

- What is HR Business Partnering?
- Performance Management
- What's on the Industrial Relations Horizon
- Conflict Management, Mediations and Investigations
- Post Pandemic Employment Challenges
- Mediation Skills for In-House Teams
- Workforce Management in Crisis - Four Part Series

### Leadership

- Emotional Intelligence
- How to Identify and Develop Leaders
- Supporting Teams to Bounce Forward During Change
- Change Leadership
- How to Build High Performing Teams
- Building Leadership Capabilities
- Emerging and Developing Leaders Programs
- People Management in a Hybrid World

### Mental Health and Mental Wellbeing

- Mental Health and Injury in the Workplace
- Cultivating Resilience
- Maintain Mental Health and Wellbeing in Crisis - Five part Series
- "Mindset Matters" - Perspective makes a difference

### Culture, EVP and the Future of Work

- Culture – Unwritten Ground Rules
- Employee Engagement
- Managing Change
- Loss Grief and Empathy in the Workplace
- Making Transformation Stick
- Transform HR through Agile Thinking
- The positive impact of Design Thinking on the Employee Experience
- Unlocking Culture beyond COVID 19
- Taking Your Organisation's Learning Online
- The Future of Work

In addition, Harvest hosts an Executive HR Leaders Lunch twice yearly, an intimate & confidential forum for our region's HR Executive, as a community of practice to discuss HR Strategy.

# Harvest HR & People Solutions – 2023



# Events

Harvest events will have access points as follows:

Audience	Forum	Admission
<b>THE GEELONG HR ROUNDTABLE</b>		
HR Leader, HR Team Members or Managers with HR Remits	3 per year - Mid week 2 hours - 9.30am - 11.30am	\$99 (General Admission) Complimentary for HR Nexus Members
<b>HR LEADERS LUNCH</b>		
Strictly HR Executives and Heads of HR or HR Operations	2 per year - Mid-week Lunch Forum	Complimentary for HR Nexus Gold Members** By Invitation Only
<b>HR WORKSHOPS AND PROFESSIONAL DEVELOPMENT</b>		
	Half Day Workshop	\$295* per person (A minimum fee of \$2,950* for half day applies)
HR team or general staff members	Full Day Workshop	\$550* per person (A minimum fee of \$5,500* for full day applies) Co-designed On-Demand
<b>DIGITAL FUNDAMENTALS PROGRAM</b>		\$1,295 per person
<b>ACCREDITED WORKSHOP (MENTAL HEALTH FIRST AID TRAINING)</b>		
All Employees	2 Day Program Recipients Receive MHFA Certificate Upon completion	\$595 + GST (per person) – minimum of 5 participants \$3,500 per workplace (max 6 attendees)

# 2023 HR Event Calendar

Date & Time	Event	Title	Facilitator	Location	Amount - General Admission
8th February 2023 4pm	Launch	Harvest 2023 HR Prospectus and Digital Fundamentals Program Launch	Maree Herath with guests	Novotel	Complimentary
1st March 2023 9.30am – 11.30am	HR Roundtable	“Secure Jobs, Better Pay” - Amendments to the Fair Work Act You Need to Know	Tamsin Lawrence, Senior Associate Australian Business Lawyers and Advisors and past Deputy Director, Workplace Relations – Australian Chamber of Commerce and Industry	Harvest Offices	\$99
31st May 2023 9.30am – 11.30am	HR Roundtable	Talent Attraction, Acquisition and Retention Leading strategies and methods to ensure you find (and keep) who you want when you want.	Expert Panel	Harvest Offices	\$99
26 July 2023 9.30am – 11.30am	HR Leaders Lunch	Executive HR Forum	Informal Facilitation	Harvest Offices	Complimentary Executive Lunch
6th September 2023 9.30am – 11.30am	HR Roundtable	Capacity Building and the Pillars of Peak Performance	Maree Herath with Key Note Speaker	TBA	\$99
15th November 2023 12.15pm – 2pm	HR Leaders Lunch	Executive HR Forum	Informal Facilitation	Harvest Offices	Complimentary Executive Lunch



# Membership

## Become a HR Nexus Member

Membership Level	Geelong HR Roundtable	Annual Investment (Ex GST)
Gold	Tickets for 3 team members to each HR Roundtable and 1 seat at HR Leaders' Lunch*	\$750
Silver	Complimentary ticket to each HR Roundtable (3)	\$225

\*HR Leaders Lunch exclusive to HR Executives

Memberships available at prorata pricing

To secure your membership please contact Maree Herath on 1300 363 128 / 0438 517 085 or email [maree.herath@harvesthr.com.au](mailto:maree.herath@harvesthr.com.au) to book your professional development program.



# 2023 Key Pillars

Learn more about our Workshops and Professional Development programs by visiting:

## Organisational Design, Workforce Planning and Talent Management



<https://www.harvesthr.com.au/what-we-offer/hr-people-solutions/organisational-design-workforce-planning-and-recruitment/>

## Mental Health and Wellbeing



<https://www.harvesthr.com.au/what-we-offer/hr-people-solutions/mental-health-and-wellbeing/>

## Compliance and Employee Relations



<https://www.harvesthr.com.au/what-we-offer/hr-people-solutions/compliance-and-employee-relations/>

## Culture, EVP and the Future of Work



<https://www.harvesthr.com.au/what-we-offer/hr-people-solutions/culture-evp-and-the-future-of-work/>

## Leadership



<https://www.harvesthr.com.au/what-we-offer/hr-people-solutions/leadership/>

# Notes

“Our ambition is to be the region’s most trusted end to end  
HR services firm”



Level 4, 199 Moorabool Street  
Geelong VIC 3220

t. 1300 363 128  
e. [info@harvesthr.com.au](mailto:info@harvesthr.com.au)

