



Harvest

HR & PEOPLE SOLUTIONS

Harvest HR & People Solutions

Professional Development

Organisation Design, Workforce Planning
& Talent Management



Organisational Design, Workforce Planning and Talent Management

If you are addressing “workforces of the future”, workforce capability and capability frameworks, prospective future gaps or purely seek support in Talent Management, Harvest has a team of qualified consultants to assist.

Event Timetable

Date	Event	Time	Topic
23 February	HR Roundtable	9.30am - 11.30am	People Management in a Hybrid World
4 May	HR Roundtable	9.30am - 11.30am	Course Launch - Digital Capability

Consulting Services

Harvest’s HR Nexus partners are subject matter experts in organisation design, workforce planning and talent management.

Consulting services include:

- Workforce Plans – advisory or development,
- Compliance with changing employment legislation,
- Remuneration and Rewards (review and recommendation) & Salary Surveys, and
- Interim HR business partners

Case Study

In 2019 an expert panel addressed Strategic Workforce Planning at one of Harvest’s HR Roundtables.

With the directive for local shires, under the Local Government Act to deliver their Workforce Plan by January 2022, Harvest, through its specialist workforce planning consultants delivered two half-day masterclasses in 2021 and provided further consulting to Shires. This allowed them to deliver a Workforce Plan that not only met the base line deliverables of the Local Government Act but also to ensure their organisation’s workforce plan delivered to their strategic plan and organisation’s objectives over the coming years.

Professional Development

Organisation Design & Strategic Working Planning Half Day Workshop

This half day professional development program will provide participants with a breadth of knowledge, interactive learning and insights to understand how workforce planning interacts with an organisation's strategic plan and the factors to take into account in undertaking organisation design.

This half day program consists of practical tips'n'tricks, tools and frameworks for progressing workforce planning in your organisation, so that you are delivering for today, with the stretch for tomorrow.

Learning Objectives

- Gain an Understanding of Strategic Workforce Planning
- Learn the Elements of Organisation Design and how the Strategic Plan and Operating Model are key to effective Organisation Design
- Learn how to engage your leaders in understanding why action is needed.
- Identify better Practice Tools, Models and Methodologies in Workforce Planning

The program is interactive with a maximum of 25 participants.

Indicative Program

10.00am - 10.30am Harvest Welcome and Overview

10.30am - 11.15am Workforce Planning

10 minute leg stretch / Zoom break

11.25am - 12.25pm Workforce Plan is a Noun, Workforce Planning is a Verb

As part of this module

- The interrelationship between Workforce Strategy and Business Strategy
- Workforce Strategy answers 5 key questions
- 9 key words of Workforce Planning

12.25pm - 12.45pm Baselining your starting points(s)

- Using a Readiness to Workforce Plan checklist, evaluate what you need to begin your Organisation's Workforce Plan

30 minute Lunch / Zoom break – Facilitator's will Map, theme, and consolidate individual Organisation's views for next activity

1.15pm - 1.45pm Baselining your starting points(s) continued...

1.45pm - 2.25pm What's Next

2.25pm - 2.30pm Close

Fee: \$295 plus GST per person

Minimum Half day fee of \$2,950 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

Professional Development

People Management in a Hybrid World Half Day Workshop

The pandemic has changed the workplace forever and how employees engage with their employer and perform their work. This workshop tackles the topics of how to engage your people, build capability, deliver outcomes and work through people challenges that a hybrid workplace presents.

This workshop will help HR & P&C Managers or those with the People Management responsibility in their organisations accommodate the new ways of working and maximise employee engagement, development and performance amidst a hybrid work environment.

Learning Objectives

- Identify the major challenges and opportunities created by hybrid work models
- Re-address team members' KPI's with a focus on outcomes.
- Learn the leadership models that support hybrid workforces.
- The inclusivity piece – optimising team work and collaboration incorporating media and technology.
- Assess and manage performance of Hybrid workers.

The program is interactive with a maximum of 25 participants.

Indicative Program

9.00am - 9.15am Harvest Welcome and Overview

9.15am - 9.45am Implications of Remote and Hybrid Work

9.45am - 10.15am Unpacking KPIs and Shifting to Delivery and Outcomes

15 minute Morning Tea / Zoom break

10.30am - 11.30am Leading and Supporting staff through change & coaching for peak performance

11.30am - 12.15pm Managing poor performance in a Hybrid World

12.15pm - 12.30pm Workshop Recap and Close

Fee: \$295 plus GST per person

Minimum Half day fee of \$2,950 plus GST

This program is customisable – please liaise with Maree Herath, Director Harvest Talent Recruitment and People Solutions to discuss your specific requirements. Tel: 1300 363 128 Email: maree.herath@harvesthr.com.au

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