



# Harvest HR & People Solutions

## 2024 Prospectus

# Bringing expertise in executive search, specialist recruitment and human resources for Geelong and South West Victoria.

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

We are Victoria's regional experts in providing bespoke talent solutions.

Some of our solutions include:

- Managing executive search assignments, including C-Suite
- Leading the end-to-end recruitment across a broad range of specialists including people and culture, marketing and communications, finance and accounts, legal, technical and other hard-to-fill roles
- People Solutions through Harvest's HR events and programs or HR consultancy; and
- Delivering outplacement and career coaching.

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)
- Strategic Workforce Planning
- 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 recent HR Index can be found at <http://tinyurl.com/3u8xsecd>



“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

“Thank you to the team at Harvest for organising and hosting such informative events.”

Sandra Priddle  
HR Professional



# Introduction

Harvest celebrates its 15th year as a distinguished specialist/executive recruitment agency. Harvest's commitment to the HR community goes far beyond recruitment.

In 2016, to provide an opportunity for the region's HR practitioners and those who hold the HR remit for their organisation to come together, share ideas, gain insight and HR thought leadership Harvest launched the Geelong HR Roundtable.

After seven 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.

The event calendar is laid out for 2024 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, facilitation and consultancy services.

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
- “Pathway to the Board” - How to Access Director and Board Roles
- Talent Attraction, Acquisition and Retention
- Powering Up on Productivity

### 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
- Secure Jobs, Better Pay - Amendments to the Fair Work Act you need to know

### 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 bi-annual Executive HR Leaders Luncheons—a confidential and intimate forum for HR Executives in our region - to engage in discussions about HR strategy.



# Harvest HR & People Solutions – 2024





# 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



# 2024 HR Event Calendar

Date & Time	Event	Title	Facilitator	Amount - General Admission
7th February 2024 5pm	Launch	Harvest HR & People Solutions Prospectus Launch	Maree Herath with guests	Complimentary
10th April 2024 9.30am – 11.30am	HR Roundtable	Navigating the Balancing Act between Human Centred versus Productivity Centred Workplaces	Key Note Speaker	\$99
26th June 2024 12.15pm – 2pm	HR Leaders Lunch	Executive HR Forum	Informal Facilitation	Complimentary Executive Lunch
14th August 2024 9.30am – 11.30am	HR Roundtable	How Generative AI is Supercharging Organisations Today	Key Note Speaker	\$99
16th October 2024 9.30am – 11.30am	HR Roundtable	Change and Transformation – Employer Showcase	Expert Panel	\$99
20th November 2024 12.15pm – 2pm	HR Leaders Lunch	Executive HR Forum	Informal Facilitation	Complimentary Executive Lunch

All Harvest events are listed at [www.harvesthr.com.au/events](http://www.harvesthr.com.au/events)



# 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*	\$895
Silver	Complimentary ticket to each HR Roundtable (3)	\$250

\*HR Leaders Lunch exclusive to HR Executives

Memberships available at prorata pricing

To secure your membership please contact Maree Herath on t: 1300 363 128 m: 0438 517 085 or email [maree.herath@harvesthr.com.au](mailto:maree.herath@harvesthr.com.au).



# 2024 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”