



“people support your business needs”

hranywhere - SERVICE AND SUPPORT OFFER

[www.hranywhere.com](http://www.hranywhere.com)



## Eight areas in which business intersect with their people:

At hranywhere we believe that there are eight core areas where business intersect with their people. We provide services and support around these areas. We call this our 'People Horizon'.



### plan

Planning for people related issues is complex but critical to ensure alignment to, and support of, the overall business plan ...



### attract

People or human capital is an organisation's most important resource. Attracting and recruiting quality candidates must be effective and efficient ...



### support

Support for HR Services is becoming more and more essential in our constantly changing business environment ...



### perform

Performance Management is a foundation stone to any organisation's success ...



### grow

Growing a Team's capability is essential for future and ongoing business success ....



### pay

Effectively managing people means paying people correctly and on time ...



### communicate

Communication is essential for harmonious relations and for ensuring a common understanding amongst all ...



### retain

The benefits of retaining quality people within a business are priceless

# Our Support Services and Offerings



# Core Delivery Model

Our breadth of services are vast however we have a core delivery model that can be adapted to meet your unique business needs. Our three core **HR** delivery mechanisms are:

## Outsource

- Minimise in-house infrastructure costs
- Redirect your energies to other business priorities
- Focus on your core business competencies
- Leverage the benefits of up to date processes and technology
- 1300 HRANYWHERE People Support Call Centre = 'HR on Demand'
- Your Own customised HR Support Call Centre = 'HR on Call'
- Retained HR Support – you own dedicated HR practitioner at your fingertips

## Supplement

- We supplement your business with customised HR support
- Manage projects
- Provide individual resource or team of resources
- Support on any HR needs
- National Coverage
- Provide HR support – ongoing or adhoc

## Insource

- A HR Practitioner who resides with you in your business
- A resource that's never on their own - supported by hranywhere HR team
- No need to employ direct
- Simple invoice only
- Gain access to expertise – across all HR streams
- Quick start / productive





## OUTSOURCED HR SOLUTIONS

### General Advice Solution **HR ON DEMAND** "1300 HR ANYWHERE"

- Ad-hoc usage
- Pay as you use
- Best practice verbal support on various HR topics
- Access to 1300 HRANYWHERE phone line
- Supported by experienced HR practitioners
- Optional face to face support available on needs basis
- Queries logged in a secure database with reporting available

### Tailored Solution **HR ON CALL** "1300 YOUR COMPANY"

- Tailored HR Support referencing your business policies and our best practice HR advice
- Dedicated 1300 phone number for your business
- Supported by dedicated experienced HR practitioners
- Simple invoice for support
- Reporting on trends & call data
- Optional face to face support available on needs basis

### Retainer Solution **HR RETAINER** "DEDICATED ADVISOR"

- Best practice verbal support on various HR topics
- Your own dedicated experienced Senior HR practitioner
- Optional face to face support available on needs basis
- Set monthly fee based on desired number of hours



Supplement:

We supplement your business HR needs



Project Based Support



All areas of HR



Individual Resource or a Team of Resources



Internal or external support

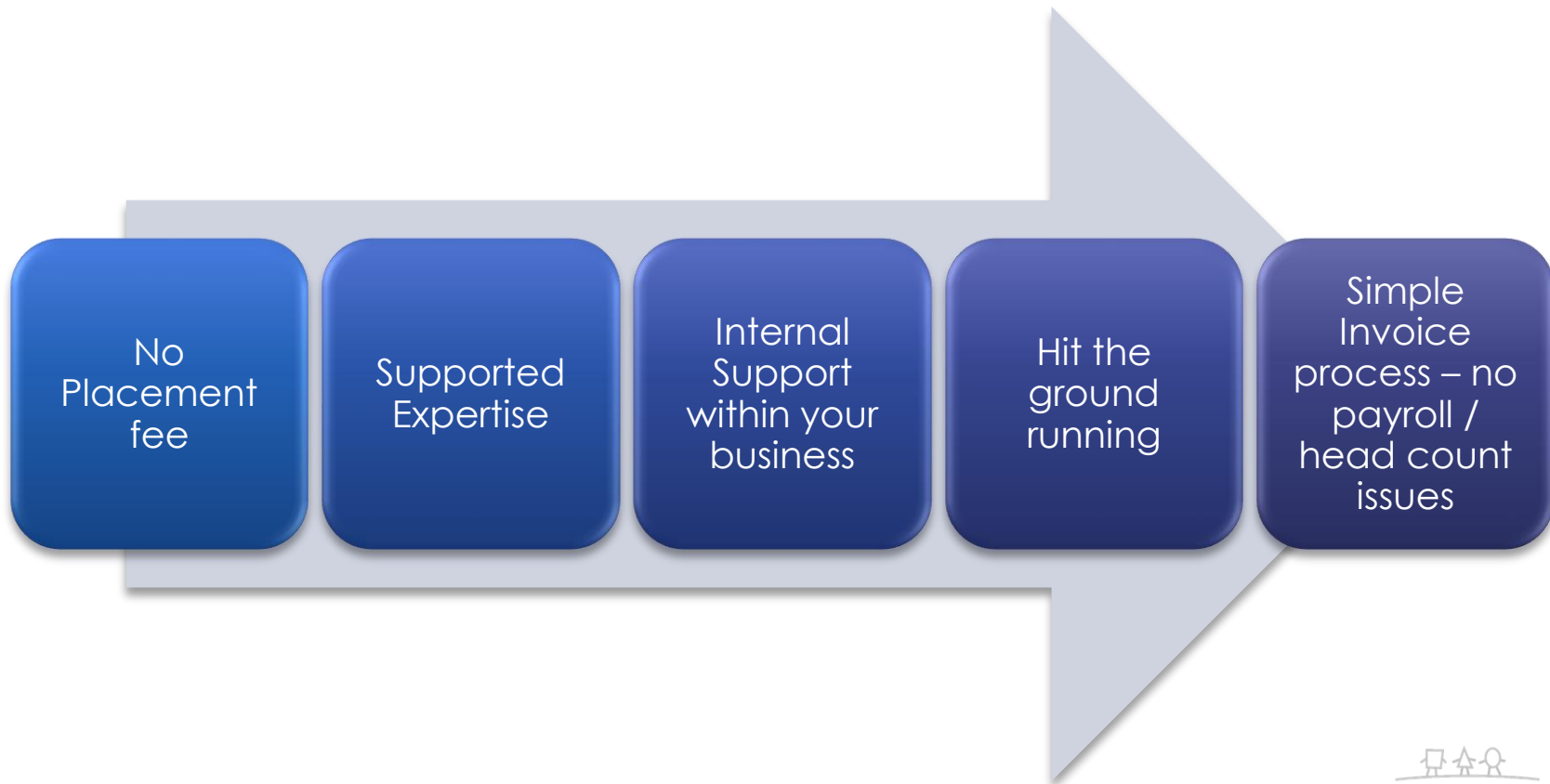


National Coverage

## Insourcing:

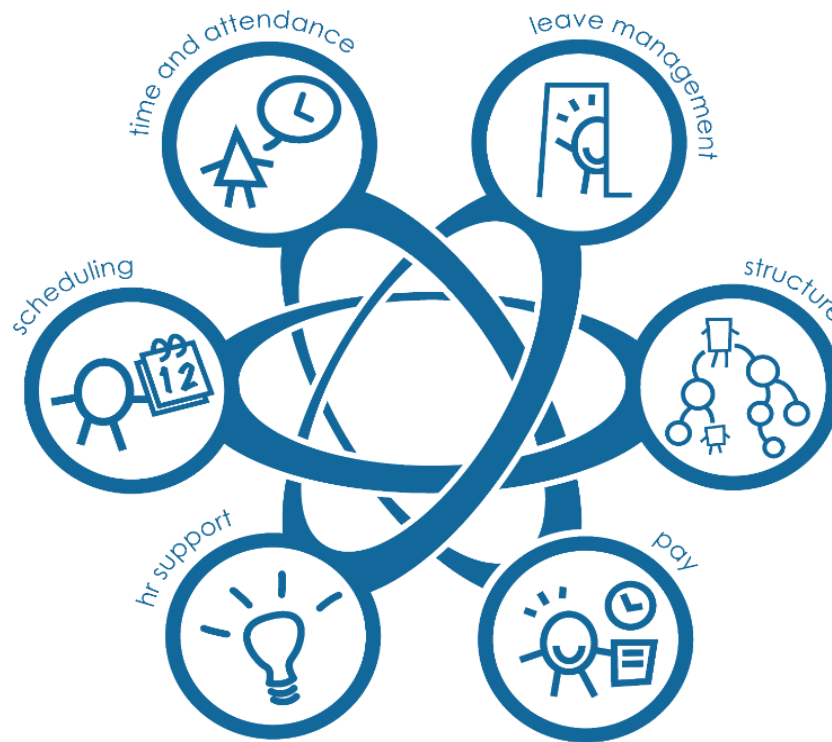
**Insourced HR is one of the most popular offerings for organisations that require HR support however do not want to incur additional company head count or pay costly recruitment fees.**

Simply put, insourcing is about hranywhere providing you and your business with highly experienced HR practitioners who work with you within your business on your unique people needs.



## HRANYWHERE COMPLETE OUTSOURCED PAYROLL SOLUTIONS

In the 'mission critical' environment of payroll, the ability of the supplier to support its clients is paramount. We recommend outsourced solutions maintained and supported utilising either your payroll system or our web-based payroll technology and the expertise of our practitioners.

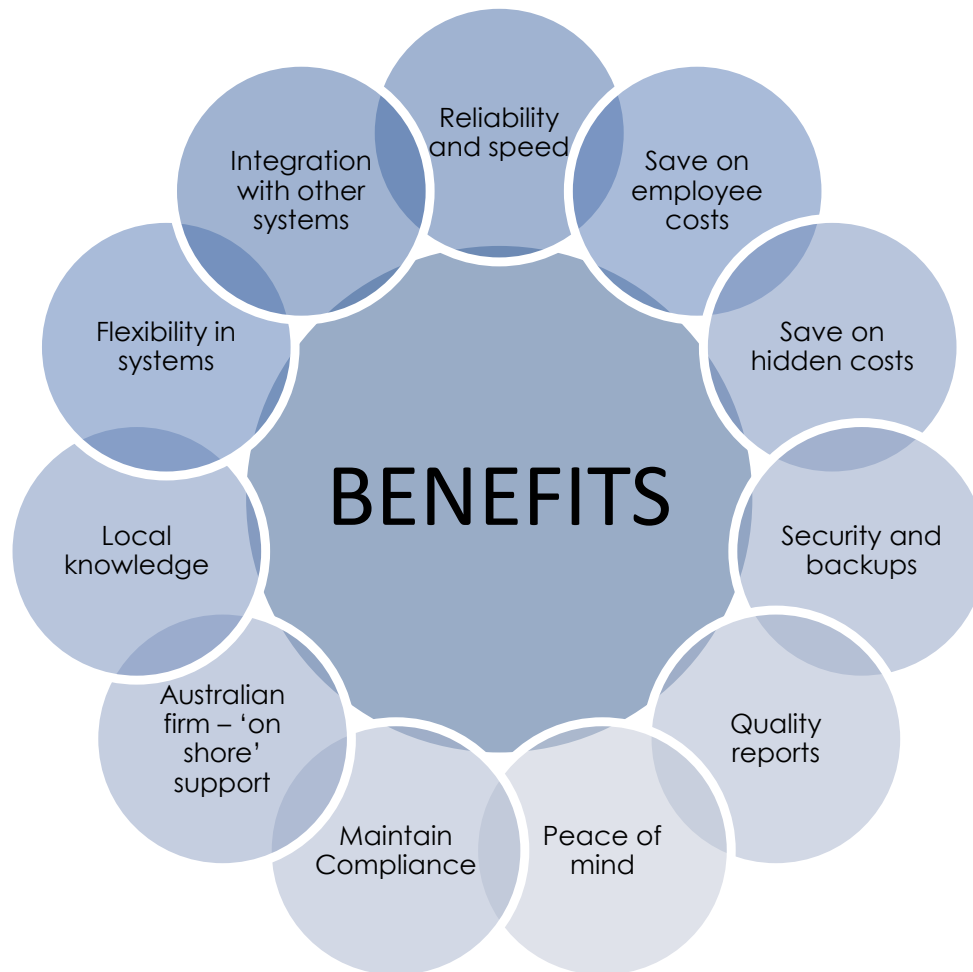


**payanywhere**  
by hranywhere



## BENEFITS OF OUTSOURCED PAYROLL

Payroll is a specialised area that needs to be managed with the utmost accuracy and care. Australian businesses have many legislative requirements they need to meet when it comes to remuneration and paying their people correctly. Non compliance and pay errors can be incredibly costly.



## Career Transition (Outplacement Services)

At hranywhere we offer tailored Career Transition programs designed for employees at various stages of their career. We support individuals who are displaced from their role as a result of, for example, redundancy or alternatively employees who are seeking a change of career.

Our Career Transition specialists support participants through a program that is designed to build self insight about career goals, identify their strengths and preferences, gain knowledge about the job market and develop the required skills for a successful career transition.

We offer both one-on-one programs and for larger groups, workshop style programs. The programs are based on simple and practical three step model:



## Recruitment:

**hranywhere offers standard and tailored / 'unbundled' recruitment options to ensure your needs are met.**

People are one of an organisation's most important assets.

Finding the right person, for the right role, at the right time, is challenging for most businesses.

hranywhere can provide recruitment solutions based on your business needs.

### PLACEMENT

We work with clients to find quality people cost effectively, in a timely manner and also assist Candidates to find suitable roles.

### UNBUNDLED

We perform the parts of the recruitment process you want us to do. We charge you only for what you need based on your budget.

### SEARCH

Executive Search at exceptionally reasonable rates.

### CONTRACT

Supplement your business with quality hranywhere contract / temp resources.

### SYSTEMS

Review existing recruitment processes and systems.  
We can also implement various recruitment system into businesses



Our people are the most important part of our offering.



Our close-knit, team environment facilitates a broader knowledge-base where each of our team members complement each other's capabilities, strengths, aptitudes and talents.








We are proud to have partnered with:



OUR CLIENTS

## Our Network Partners

At hranywhere we seize every opportunity to develop long term business partnerships with companies who are leaders in their sector. We work closely with our business partners in order to deliver the best solutions available to our clients. We are proud to partner with:

	Our provider of Employee Assistance Programs and Crisis Support Management		Our e-learning provider.		Our specialists in the design & implementation of remuneration, performance & reward programs
	Our provider for Visas and migration services		Our labour hire partner.		Our experts in WorkCover, Occupational Health and Safety and Injury Management services.
	Our preferred legal provider		Our provider for web based solutions.		One of our preferred providers of web based payroll services.
	Our Provider of Outplacement Support for QLD		Our instructional design partner		Our preferred provider of stakeholder surveys such as employee surveys, 360 feedback reviews, exit surveys and more
	Our provider of Leader development programs		Our partners for recruitment advertising campaigns		Our Accounting partners
	Our providers of IT support and cloud storage solutions				<i>List is subject to change and current at time of distribution.</i>



## Profile – Martin Nally – Managing Director:



### **Martin Nally**

Martin is Founder and Managing Director of hranywhere.

Martin has been a HR practitioner for over 30+ years. Prior to founding hranywhere Martin's career highlights included:

- 10 years with Pasminco Ltd, the worlds largest zinc producer fulfilling several senior HR/ER roles
- 7 years with Kraft Foods Limited where he held the position of Director Human Resources (Aust – NZ).
- 3 years as National Personnel Manager with the Mayne Group.
- 3 years at Coles Myer Limited as General Manager/HR positions within that corporation.
- He left Coles Myer to start hranywhere in October 2006.

Martin holds degrees in Economics and Business Studies. He is also a Fellow of the Australian Human Resources Institute (AHRI), a Fellow of the Australian Institute of Insurance and a Chartered Member of the Institute of Company Directors (12 + years).

Martin is an Executive Committee member of Australian Senior HR Roundtable (ASHRR) and is Chair of ACU's Advisory Board of Management and he is Chairman of the Board at St Kevin's College, Toorak (10 years). Martin is Deputy Chairperson and Director with Aspire Learning. Martin lectures at post graduate level at Melbourne University.




Martin is an enthusiast for improving the people dimension of business. He has a wife four children, three grandchildren and has a passion for family, fun, the Wallabies, the Rebels and the Melbourne Football Club.



## Contact Us:

**We thank you for your time.**

If you would like to discuss your business needs in more detail please contact us to arrange a complimentary, no obligation meeting.

-  Level 2, 424 Warrigal Road, Moorabbin, VIC, 3189
-  1300 HRANYWHERE (1300 472 699)
-  [info@hranywhere.com](mailto:info@hranywhere.com)
-  [www.hranywhere.com](http://www.hranywhere.com)

