

partnering clients

TO BE THE BEST




tanderra
CONSULTING

“Ernst & Young has found Tanderra Consulting to be responsive to our needs as a professional services organisation. They have been flexible/adaptable in the service provided, as well as presenting a professional and credible approach to Ernst & Young management.”

HR Manager, Ernst & Young Brisbane.

CASE STUDY

Regional Retailer

A regional retailer reported difficulty in sourcing a seasoned retail manager to oversee an important element of the firm. Tanderra Consulting investigated the skills, knowledge, experience and qualification requirements, developed a clear role profile and commenced searching for suitable candidates.

Tanderra consultants used pre-screening protocols to verify short-listed candidates' resumes, claimed experience, qualifications and psychological fit. The client was keen on a particular candidate however Tanderra's pre-screening revealed contraindications. In interview with the client, the contraindications were proven and Tanderra's pre-screening protocols saved the client a very expensive mistake.

find the best

AT TANDERRA CONSULTING

WE UNDERSTAND THAT YOU

WANT TO HIRE THE BEST.

An average performer is not good enough, so we won't give you the same old resumes you've seen before.

Tanderra Consulting will do what's required and will not rest until we find you the BEST.

We guarantee* our candidates are the BEST, they are high performers in the role you are seeking, and they are pre-screened for quick placement.

We use Executive Search techniques for senior executive roles and quality recruitment processes for middle manager roles.

We pre-screen all our candidates, so before we give them to you they have been reference checked, qualifications and experience verified, and personality assessed.

**We provide a 3 month guarantee with all placements.*

grow the best

YOU WANT THE BEST

PEOPLE PERFORMING

AT THEIR BEST.

We understand your desire for high performance and we help you achieve it with superior Executive Learning programs.

Tanderra Consulting Executive Learning programs grow exceptional performance by providing senior managers and executives with powerful personal insights which drive excellence.

We use one-on-one executive coaching, small group innovative development programs, or a combination of these approaches to develop senior managers and executives.

Our Executive Learning programs incorporate powerful training designs which grow key managerial skills and techniques. The customised learning sessions are tailored to the participants' individual needs. We use powerful diagnostic tools that assist managers and executives to gain personal insight which energises change.

"The workshops have covered such topics as: how to manage change; preparing a professional resume; researching the market place; and interview skills and techniques. When talking to employees who have attended the program, they have described Tanderra's staff as professional, approachable, and excellent presenters who relate well to all people."

Human Resources Director, Mayne Healthcare.

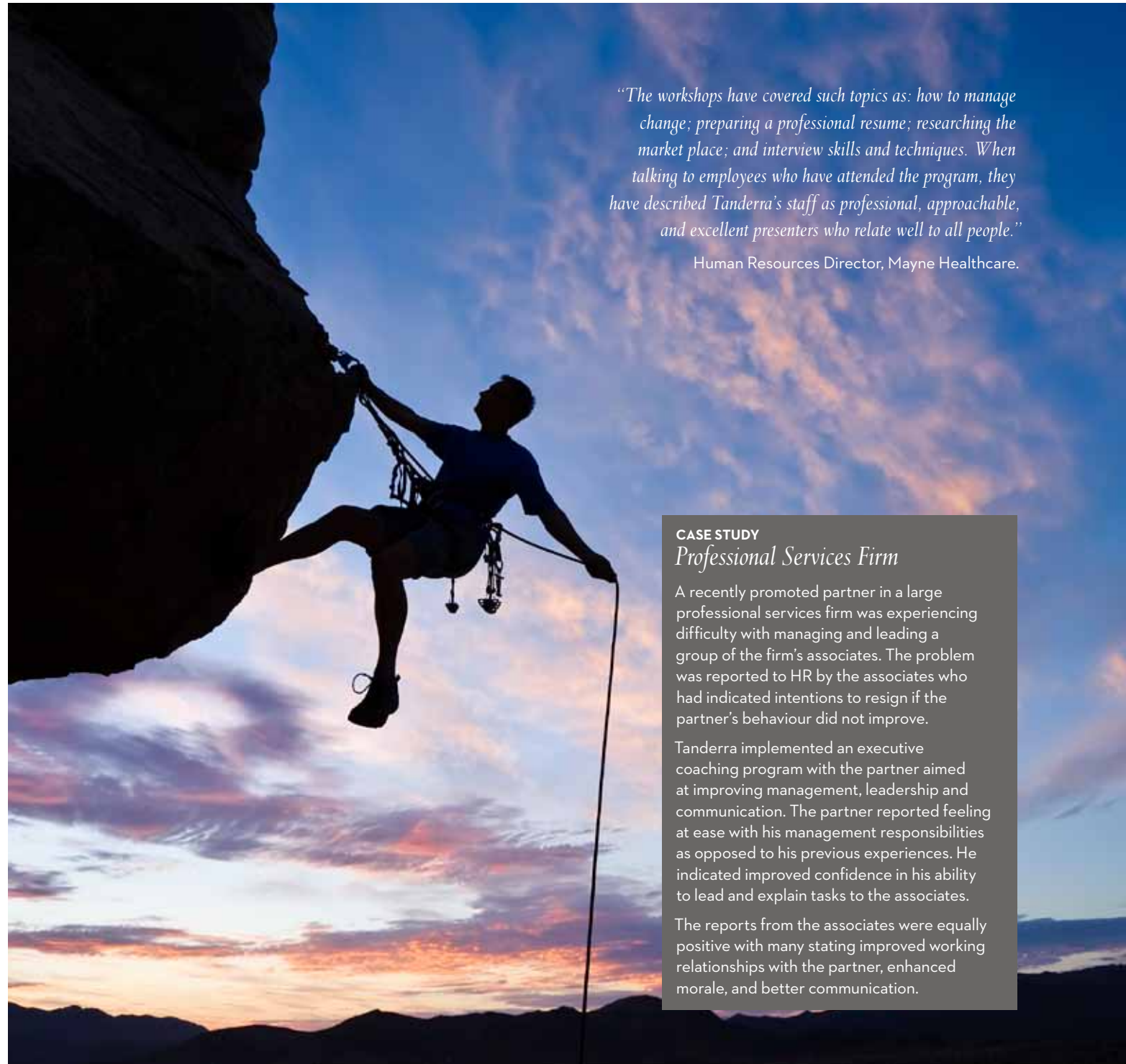
CASE STUDY

Professional Services Firm

A recently promoted partner in a large professional services firm was experiencing difficulty with managing and leading a group of the firm's associates. The problem was reported to HR by the associates who had indicated intentions to resign if the partner's behaviour did not improve.

Tanderra implemented an executive coaching program with the partner aimed at improving management, leadership and communication. The partner reported feeling at ease with his management responsibilities as opposed to his previous experiences. He indicated improved confidence in his ability to lead and explain tasks to the associates.

The reports from the associates were equally positive with many stating improved working relationships with the partner, enhanced morale, and better communication.



CASE STUDY

*Large Specialist Retailer
& Wholesaler*

The sales director of a large specialist retailer/wholesaler indicated concern in the skills development and retention of sales representatives. Tanderra consultants undertook an extensive skills profile of all sales roles and evaluated the skills of each incumbent.

The resultant skills matrix, individual skills profiles and the skills gap analysis allowed the client to implement targeted technical sales skills training and individual development plans.

The sales staff reported improved morale, greater job satisfaction and improved career prospects. The client reported improved sales results and improved retention of sales professionals.

build the best

TANDERRA CONSULTING PROVIDES

ORGANISATIONAL DEVELOPMENT

SERVICES THAT MAKE A DIFFERENCE.

In this ever changing world of economic and business pressures, Tanderra Consulting provides Organisational Development services that make a difference.

Tanderra's consultants take the time to learn about your organisation's vision and direction, history and needs to assist in the design of tailor made solutions.

Without quality data and reliable analysis, informed decisions are not possible. Tanderra has a range of proprietary and licensed diagnostics tools which are used to form sound decisions and superior solutions.

Tanderra Consulting Organisational Development services include:

- Talent management
- Organisational culture development
- Employee surveys
- Change management
- Team development
- Top performer & executive profiling
- Human capital audit
- Performance management
- Strategic planning

"Pat Sheehan of Tanderra Consulting is a progressive, forward thinking leader who gets results. Unlike many others who simply 'talk', Pat acts and achieves wonderful outcomes. As an example, he was able to completely turn-around the culture of a major hospitality company - which is a massive achievement."

Director, Keystone Management Services.

Established in 1996, the TANDERRA CONSULTING GROUP has offices in Singapore and Sydney. Tanderra partners its clients to be the best through superior management recruitment, targeted search; executive learning and organisational development. Our clients rank among the most significant and influential in the Asia Pacific region.



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