

CAPABILITY STATEMENT



PACIFICJOY MANAGEMENT GROUP

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BUSINESS PROFILE

PacificJoy Management Group was formed in 2015 by Joy Barnard to provide strategic and specialist operational Human Resources and Employee Relations Services for Not For Profit agencies, businesses and public sector agencies throughout Australia.

PacificJoy Management Group can assist in ensuring the people who are on-boarded to an organisation meet critical job requirements, are managed and developed to succeed and grow their potential and that policies and services exist to facilitate a career transition from the organisation if a change requires fewer people to be available or the individual's career direction is no longer aligned to the business needs.

The Group's MD is passionate about ensuring organizational HR strategy is relevant to the organisation's needs and is supported and that related systems exist to enable the business or public sector agency to meet their objectives and therefore they get the most from their people. The Group has particular expertise in developing and implementing integrated Human Resources & Employee Relations strategy, systems and policies aligned with and supporting business objectives.

Consultants working with the Group are highly experienced in both national and international environments and have a track record of success in their specialist field. PacificJoy Management Group maintains a strategic alliance with several providers who support with psychometric testing as a component of on-boarding services, career coaching and identification of behavioural based preferences as compared the employee's role requirements, as well as a provider supporting organizational-wide and individual online (fully customised) feedback surveys for use in leadership development and review of internal and external services.

CAPABILITIES AND STRENGTHS

We are experienced in the management and successful provision of the following services:

- Establishing & resourcing HR & ER teams aligned to service corporate operational requirements
- HR & ER strategy, systems and policy to support business objectives
- Organisational analysis and structure including job design & position descriptions
- Management, development and implementation of significant change programs including cultural realignment to support changed operating environments or business processes
- Coaching of employees & managers to support individual performance optimization and leadership development
- On-boarding employees – job profiling/screening for critical job requirements
- Career Transition Services including behavioural testing and career coaching
- Employee Performance - systems, policies, advice and direct support in difficult cases
- Development of Leadership/Management Capability Frameworks
- Identification of leadership development needs and development of programs to support improved capability of managers
- Employee Engagement strategies
- HR communication strategies- key internal and external stakeholders
- Management, advice and support on complex Employee Relations cases

SELECTION OF PROJECTS & ASSIGNMENTS UNDERTAKEN BY OUR CONSULTANTS

- Development of a remuneration system taking account of regional pay pressures and a significant shortage of skills
- Development of a pay bonus system (balanced scorecard) aligned with and supporting achievement of business outcomes
- Review of training and development strategy, system and policies resulting in development of a corporate leadership capability framework and a focus on leadership development for first line managers
- Establishment of a new organisational structure and work processes in the power generation industry including downsizing of 400 positions and management of spill of 500 positions - pre commercialisation
- Review and development of job families, position descriptions and classification level and the development of whole establishment systems for several businesses
- Review of a performance management system, policies and practices and development and implementation of a new approach incorporating training for managers
- Management of significant Career Transition Programs for large numbers of employees including at multiple locations
- Enterprise agreement development and negotiations in the not-for-profit sector, public sector, health & hospitals industry, education & utility industry
- Executive coaching & career management services to a range of clients across varied industries
- 360 degree survey programs focussed on career development for Executives in the Education Sector in WA and in other various industries
- Target recruitment and selection for implementation of a significant public sector program
- Specialised change management strategic advice & support for a telecom seeking to streamline the “customer experience” (involved extensive process re-engineering of work flows & job redesign)
- Development of a leadership capability framework in the energy sector
- Development and implementation of several accredited management / leadership programs for supervisors, professionals and managers in the not for profit service environment and the business sector
- Behavioural testing to identify job applicant characteristics for predictability against key critical job requirements in for example, safety and correctional roles
- Behavioural testing to support feedback and options for coaching and career transition services