

Developing Internal HR Practices

Recruitment & Selection

High recruitment costs and the risks of recruiting the wrong people are driving more scientific approaches to recruitment and selection and more innovative approaches to attraction.

Whether recruiting your own employees or outsourcing components of the recruitment process, the employer is ultimately accountable for selection decisions and recruitment costs.

- Do your existing practices routinely result in selecting the right people?
- Do your selection methods accurately predict good performers within your organisational culture?
- Are the costs of your recruitment activities achieving the best outcomes?

We work with managers and HR personnel to:

- Define and attract the right people.
- Create a recruitment process that leads to informed and effective selection decisions.
- Manage costs for all internal and outsourced recruitment activities.

Structural & Process Solutions

- Develop attraction strategies.
- Review the effectiveness of existing recruitment & selection practices in meeting your requirements.
- Develop Recruitment & Selection policies and processes, including integration of internal practices with outsourced components.
- Develop assessment guidelines and practices.

Capability Solutions

- Tailored internal training for managers and HR personnel at basic and advanced levels.
- Basic & Advanced level Recruitment & Selection training for line managers.
- Specialist training for HR personnel in contemporary Recruitment & Selection practices.

Targeted Performance Improvement Systems

Performance improvement systems are about setting standards and objectives for performance, enabling people to do their best work and turning around poor performance as early as possible.

We enable your organisation to:

- Define and measure what is most important to your business.
- Set goals to guide and motivate performance.
- Measure business performance and people performance at a level that is meaningful for the business, not just by assessing individuals.
- Create a performance management process that leads to better people management and better performance.
- Develop the skills of people managers to consistently manage good or poor performance.
- Make sense of performance data and respond with effective actions.

Employee Assessment Strategies

Applying years of application of psychometric assessment tools, Zero7 Consulting provides a range of psychometric assessment services.

Leading organisations don't just conduct assessments - they develop and execute an assessment strategy. In line with our focus on building internal capability, Zero7 Consulting provides advice about how to effectively use psychometric and other forms of assessment to support selection of new employees and development of existing employees.