

TALENT MANAGEMENT SERVICES



Expert Support for Talent Management

Our professional consultants provide strategic talent management and transformation advice, supporting you through all stages of the employee life cycle. We design and deliver a range of solutions which ensure you attract, retain and develop your talent.

Psychological Assessment

Ensuring you employ the best available talent requires the valid and reliable evaluation of new hires and internal promotions against agreed and relevant competencies aligned to the target role.

Implementing targeted assessment processes increases the likelihood of good hires, provides valuable performance feedback for employees and managers, and creates a framework for ongoing performance review and development.

Career Coaching for Transformation

Ongoing career coaching is increasingly important at a time of rapid workforce change and disruption.

Provision of career coaching, whether for executives, specialists or professionals, is becoming a distinguishing feature of companies with great EVP.

Whether you're acquiring a new business, merging divisions, or planning a major restructure, designing and executing an early stage career coaching program is a powerful way to build and sustain a workforce aligned to your changing workforce needs.

HR Strategy & Planning

Orchard performs HR maturity diagnostics and assessments across all aspects of HR which help you identify your transformation needs and priorities.

Our consultants provide strategic transformation advice and assistance, help you develop HR strategic plans, build business cases and design improvement programs.

Talent Pipeline Mapping

We partner with you to strategically identify and pipeline top talent locally and globally for business-critical roles.

We support you to better understand where talent is, both internally and within the wider market, to mitigate risk around sourcing difficult roles and to map external talent onto your succession plans.



Career Transition and Outplacement

Most employees faced with a role redundancy want a new job as quickly as possible.

Our career transition services assist employees, from admin support through to executive, to become better equipped to secure that new role.

Our programs include a career review discussion, identification of transferable skills, CV review and development, LinkedIn profile review, overview of the employment market, job application and interview training, and ongoing advice in the early stages of the new job.

Great People, Smart Business

HR as a Service

Talent Management

Career Centres

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