

Take Flight! Newsletter

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October 2008

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5 reasons out-
sourcing makes
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employees.

When the police
come knocking...

5 reasons outsourcing HR makes (\$\$\$ &) sense...

1. Reduce Risk

A common issue for many SME's is not knowing what they don't know and this can be particularly true when it comes to ensuring you are following the required employment legislation. Due to growth and daily priorities it is easy to overlook HR issues that can impact your business down the line when an employee is ahead of you in the game and brings a dispute against you costing time, money and loss of productivity.

Ensuring managers are handling employee issues effectively is a priority and getting the right guidance and coaching will be a smart investment in reducing larger costs associated with poor management.

2. Speed and IP are the New Currency.

This limits their focus on getting up to speed faster as they find themselves questioning whether they have made the right move. Just because they have started with you doesn't mean the job offers and approaches are not still coming through to them and

The new economy and business is no longer like a game of chess where the game is played on the board, the resources are known and static, the rules and proc-



esses are linear, and its an open game where everyone can see the moves. The business environment has changed dynamically and is now like an internet game of 'Grand Theft Auto' where the rules change, there are shifting resources and it is fast and risky and you must assume constant change and adaptation. Forward thinking companies that are responding to this realise that they

need to maximise the resources and skill that they already have and get external expertise for IP and skill that they don't have – and fast! Outsourcing your Human Resources is a strategy to respond effectively to the changing game of competitive business in the new global economy. Are you still playing chess or are you on full throttle?

3. Save \$\$\$

Talent shortages are high and the 'War for Talent' has been won – by the talent. Ever growing opportunities exist for staff to be lured with higher pay and greater risk of poaching is prevalent. With an Outsourcing Model you don't run the risk of us leaving you! Or face the associated cost of turnover. Corporate Canary recently showed a client how to save \$101,000 **continued page 2....**

Developing an On-Boarding Program

Bad publicity travels fast and it is the same when a new hire feels they have been given the shabby treatment on arrival....

This limits their focus on getting up to speed faster as they find themselves questioning whether they have made the right move.

Just because they have started with you doesn't mean the job offers and approaches are not still coming through to them and

after weeks (or months) of interviewing and waiting for notice periods to be worked out why would a company toss it away the time and effort by not ensuring the new hire is fully supported in their new role? But believe me many employers still do and find themselves scratching their heads on why the new hire only lasted one month and moved on .

Developing a solid On-boarding program from a strategic perspective is designed to deliver reduction in costs on bringing a new employee into an organisation thus gaining greater return on investment of your new hire employment costs.

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5 reasons to outsource HR (continued)...

On their HR employment costs and establish a solid HR strategy for their business.

4. Maximise Business Development.

Taking time and focus away from the customer and business opportunities just does not make sense. The CEO and Snr sales Management using their time and focus on operational HR issues is non-productive and not the most effective use of your

investment in their talents and time. Every minute they spend on reactive internal issues is a minute lost that they can't get back in developing a healthier bottom line.

5. Gain an expert competitive edge.

External HR Consultants are constantly exposed to and researching current HR trends and the latest Human Capital information. Our businesses rely on and are engaged for the time and expenditure on not only the current, but the

next best practices to give our clients the leading edge over their competitors. It is well documented that in-house HR practitioners spend 80%+ of their time on administrative and reactive operational issues. External consultants bring strategy to your company with an instant infrastructure of strategic alliances to propel you ahead of your competition.

Where in the HR part of your business can you reduce risk, respond faster, smarter, save money, increase sales and beat the competitors? Call Corporate Canary today..



"A Managers job is not to get satisfactory performance from employees, but to have them go beyond the call of duty, consistently"
- Jack Welch

Developing an On-Boarding Program (continued)...

But first what is the difference between induction and On-boarding? Induction is mainly centred around the transactional or operational activities involved in allowing that individual to operate effectively within the organisation. This may involve areas such as ensuring they are technologically enabled within the organisation, that all legal and compliance requirements are applied and adhered to in reference to the new individual and

basic orientation on company policies, procedures, structure and culture and providing a knowledge framework that the individual can access to understand the how and why of the organisation.

On-boarding however takes induction to a more strategic level and is designed to deliver reduction in costs on bringing a new employee into an organisation and also gaining maximum productivity in as short amount of time as possible

through an in depth and rapid acculturalisation process.

Companies that demonstrate that they value the investment that they have made in bringing on the new employee by developing a strong On-boarding program have higher return on investment and productivity per new hire in the first three months.

For more information click below for a free On-boarding e-paper...

Up coming Events:

14 October 2008

[Free on-boarding workshop!](#)

Get your new hires off to a flying start with Savv-e smart learning on-line induction & on-boarding package—

'Flying Start'

Learn how to design your own effective and dynamic on-boarding program to express full productivity of new hires .

call (02) 99014522 by 7/10. Be quick as the workshop is filling up!

For more information go to www.savvecentral.com/induction/



For a FREE e-paper on On-boarding go to:

www.corporatecanary.com.au/news



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Helping Your Company Take Flight.

Corporate Canary helps SME businesses leverage their growth and performance and reach their goals sooner by getting enhanced outcomes from their people and HR Strategy.

An initial consultation with Corporate Canary will help you identify the areas of your HR strategies that need improvement and those that are impacting your ability to move forward.

Through extensive experience with developing the HR infrastructure and HR strategy in SME businesses within the ICT industry, founder Anne-Marie Orrock brings the **value** of:

- Helping you align your activities to your business goals and objectives
- Easing your people issues and adding expert insight to smooth the way.
- Building your value as an employer in the eyes of your employees and in attracting new staff
- Giving you time and space back to achieve your priorities.
- Give you an advantage that your competitors will be envious of.

Services Offering:

The Corporate Canary service offering covers the full 'HR Lifecycle' of an organisation from Attraction & On-boarding through to Performance, Remuneration & Reward and Engagement Strategies.

For a full list of services visit: www.corporatecanary.com.au

How Will You Respond to the Global Financial Crisis?

To survive in a fragile economy you need to re think your business strategies, but taking knee-jerk reactions and slashing people costs can be short sighted...

Common reactions and mistakes that employers take to reduce costs debilitate their longer term survival, even through making a short term saving.

Here are some examples:

Cutting Staff—A very traditional knee jerk reaction to a economic downturn but we are not in a business environment where there are plenty of quality and skilled people as in the past. Even with job losses occurring there are still more people leaving the Australian workforce than are entering it. So the workers losing their jobs in one area are going to be absorbed or relocate to other areas. When the economy returns to a

healthy state you risk curbing your speed to return to healthy state with out the skills you need to do it. There are alternatives to outright staff cuts.

Freezing Salary Increases—and everything else.

In order to manage cash flow and capital putting the lid on salary increases or bonuses may be justified, however it you don't take a small % of that saving to invest in your retention strategies of the good, quality people in your business or keeping morale up through strong management and leadership skilling, your business will suffer in the long term. Staff on the whole understand lean times, but take away the fun or good place to work and you effectively

Savvy business leaders who are doing this are gaining the intangible competitive advantage that will 'insure' them during down times.

slash your productivity which can be perilous to businesses competing in a tough environment.

Pulling back on Performance Mgt—

To survive in a unstable economy you need to ensure that all staff are powering at 100% and totally focused and aligned to key objectives. The time now is crucial to step forward to strengthening your performance management strategy and leadership skills and not pull back due to upfront costs.

Read full article at:
www.corporatecanary.com.au/news

