

# Why your people policies need to be transparent in any sized business



Recent events in 2 high profile organisations in Australia where CEO s were held to account by their Boards over workplace sexual harassment has highlighted the need for people policies in the workplace to be transparent and equally applied across the workplace.

## Why is it important to have transparent policies?

This is critically important to reinforce the desired behaviours and culture businesses are striving to achieve and maintain. It demonstrates to everyone the boundaries of what is and what is not tolerated in the workplace no matter what position you hold and the likely consequences when there is a serious breach.

This applies to not only large organisations but to small business as well. Whilst small businesses may not have a Board or a HR function to hold leaders to account, it is important that your people policies provide employees with confidence that any issues will be dealt with appropriately and there is a process that deals with issues in a fair and equitable manner .

## What can small businesses do?

For many small businesses having a strong "Code of Conduct" is key to ensuring all employees and leaders are aware of appropriate conduct in the workplace and the likely consequences of non-compliance.

Having everyone recommitting to the "Code of Conduct" on a regular basis reaffirms the business is serious about enforcing these standards. In addition, having a process that deals with issues in a fair and equitable manner is critical.

Providing an impartial escalation point that may involve external parties, provides employees with confidence that issues will be managed appropriately.

## What impact does it have on employees?

With the continual struggle some businesses are facing with attracting and holding onto good staff, it's important that you can demonstrate to staff that you are serious about providing a safe workplace that they can feel confident about.

It could be the difference between losing or holding onto your good employees

## What do Connesso offer?

At Connesso we can conduct a review of your current policy and procedures and update or replace them ensuring your business plan/strategy needs and compliance needs are met.

We work with you in reviewing your key policies and processes that influences how people behave and operate within the business. Our diagnostic approach gets to the root causes of your issues by focusing on the cause of the problem rather than trying to deal with the effects of the problem.

### HR BUSINESS AUDIT

We conduct an audit of the current state of people policy, process and systems, identify people compliance risks, assess employee engagement, review business structure and roles, pinpoint key aspects that require attention.

### POLICY REVIEW

We can assess and update your current policies and processes. We update, replace or create policies, processes and systems that are aligned to your business strategy, ensuring business plan/strategy needs and compliance needs are met.

### STAFF ENGAGEMENT SURVEYS

We conduct online/face to face surveys to measure current staff engagement, leadership effectiveness and identify improvement actions to people processes.

### MANAGER SURVEYS

We conduct online/face to face manager surveys to obtain feedback on manager effectiveness against key capability areas and behaviours, development plan.

### PERFORMANCE COACHING

We facilitate a Profiling tool for a nominated individual to identify strengths and areas for focus, conduct a debrief of reported findings, facilitate coaching sessions to identify opportunities for further development.

### TEAM BUILDING

We develop great experiences for teams. We highlight the hidden opportunities they have to work better together by developing a common understanding and how to work to each others strengths.

### RECRUITMENT AND ONBOARDING

We can help you recruit the right people for your business, onboard your people effectively.

### COURSE FACILITATION AND DEVELOPMENT

We have a long history of providing training in people, processes and systems. We can facilitate existing training programs as well as develop custom training programs to meet your needs.

### CONSULTING SERVICES

We can provide a range of services such as general HR advice, project management, program development, investigations, workplace inspections, needs analysis, custom survey design, HR systems assurance, role design and organisational design.

## How can we help you?



We at Connesso bring a fresh perspective and over 25 years of expertise on how to get the best out of your people and help your business succeed using our proven people strategies.

We partner with you to help you understand the root cause of issues impacting people effectiveness and culture, then work with you to build sustainable people solutions aligned to your business strategy giving you back control over your business.

## Want to know more?

You can take our short [assessment](#) to help pinpoint how we can help you, or contact [Richard Brincat](#) at Connesso today to find out how we can help you realise the true potential of your people and your business.

### We can answer your people questions

- ◆ How do I recruit the right person?
- ◆ How do I retain my best people?
- ◆ How do I keep my people engaged?
- ◆ What is the best way to manage the performance of my people?
- ◆ How can I improve teamwork?
- ◆ What is the best way to develop my people?
- ◆ What roles do I need to have in my business as we move forward?

### Our available services

- ◆ HR Business Audit
- ◆ Policy Review
- ◆ Staff Engagement Surveys
- ◆ Manager Surveys
- ◆ Performance Coaching
- ◆ Team Building
- ◆ Recruitment and On-boarding
- ◆ Course Facilitation and Development
- ◆ Consulting Services

### Contact us

We can help you start your journey towards harnessing the power of your greatest asset, your people!

**Richard Brincat – Principal Consultant**

**Phone: 0418-485-876**

**Email: [Richard.Brincat@connesso.com.au](mailto:Richard.Brincat@connesso.com.au)**

**Website: <https://connesso.com.au>**

**Connesso**  
Linking People To Their Potential  
Linking Businesses To Their People