

HR Services for Small Business



Small businesses make a significant contribution to our economy. They account for 35% of Australia's gross domestic profit and employ 44% of Australia's workforce ([Source: ASBFEO 2019](#))

Many small businesses achieve success without the traditional support resources you typically see in larger businesses, but some do get into serious problems when dealing with people issues.

What are the common issues for a small business?

Common issues tend to be people related (Human Resources - HR) such as pay, recruitment and retention, performance management, termination, training and compliance.

How do these problems occur?

These issues tend to stem from when a small business grows organically. Typically, you bring people on due to meeting increased demand, but there are little to no internal systems in place for managing people. HR is given a very low priority as the business is focused on more pressing issues such as closing sales and keeping revenue ahead of expenses. Many small businesses are not sure what to do when a people issue emerges. It can result in a costly error for the business when they start to lose their best people or are in breach of legislative requirements.

What is the typical approach to solving these problems?

Most businesses try to fix the situation by themselves or calling in someone to resolve the issue without actually addressing the cause of the problem. This ensures the problem will appear again in the future. The right approach is to address what is causing the issue.

Why is it important to have a good understanding of HR?

It's important for businesses to have a good understanding of HR as it is crucial to establish the strongest foundations for a successful business. Whether you have a single employee or a large team, ensuring everyone is working together and focused on doing the right things will ensure compliance, improve staff engagement and enhance business performance.

What is the solution for small business?

Not every business can afford a dedicated HR resource. You can however, engage a strategic HR partner to help you setup your processes and systems, achieve compliance, build your people management knowledge and provide advice that is relevant to your business. Having a HR Strategic partner working with you will enable you to identify causes to problems and have in place effective practices that deliver greater efficiencies and a more engaged workforce.

The costs of this approach are much cheaper than employing your own dedicated HR person and more practical than attempting to outsource your HR to another business.

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 AND ASSESSMENTS

We conduct online/face to face manager surveys and assessments to obtain insights on manager effectiveness against key capability areas and behaviours to assist in their development.

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 working within 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 and Assessments
- ◆ 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!

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Connesso
Linking People To Their Potential
Linking Businesses To Their People