



Aligning people, strategy and performance

## We help you shape and sustain a High Performance Culture



### Who we are?

We are a Western Australian based strategic HR and management consulting company that works with CEOs and Senior Managers to help build the performance, capacity and engagement of their people through a targeted approach to performance improvement and engagement.

### What does this mean?

We understand the basics that need to be in place in an organisation to achieve high performance and we have a range of tools and strategies to build employee engagement.

We engage and work with you to clarify your goals, identify barriers to effective performance and ensure the fundamentals to achieve high performance are in place and then support with the implementation of change. Most organisations struggle with implementing change.

### But what is it really that you do?

We work with leaders facing challenges, such as:

- Increasing staff productivity and performance;
- Building a culture of accountability;
- Developing a high performance culture to support the business strategy;
- Restructuring the organisation to adapt to change or streamline functions;
- Helping the executive team agree on the organisation's strategy or direction;
- Organisational restructures to meet changing business needs;
- Recruiting the right leaders through targeted search and recruitment strategies;
- How to engage and motivate their staff to support the business strategy;
- Strategic and operational planning.

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## Our approach

The Futures Group's services are based on the fundamental belief that organisations, teams and individuals are capable of reaching considerably higher and achieving much more than they believe themselves.

High performance organisations and teams are founded on 'purpose built' cultures that hold employees accountable for work and behaviours to drive business performance and success.

Creating a purposeful culture that holds employees accountable for work performance and behaviour standards requires a focused approach to manage and build organisational capacity across a number of inter related dimensions.

Our approach is based on the premise that everything we do should in some way add to an organisation's capacity to achieve a High Performance. We have identified from academic and industry research the essential elements of high performance organisations:

- Defining a clear goal (strategic and business);
- Clarifying operational performance expectations;
- Defining values in behavioural terms;
- Holding leaders and staff accountable.

## We Understand the Challenges and Needs of Corporate, Government and Not-for Profit organisations

## OUR SERVICES



### Performance Consulting

- Organisational priorities
- Strategy and planning
- Performance and accountability



### Engagement

- Leadership development
- Talent management
- Recruitment



### Compliance

- HR audit
- Job evaluation/classification
- Workplace investigation
- Workforce gender equality pay audits

We have demonstrated experience that spans many industries and workplaces.

Our key point of difference is our targeted and structured approach to performance improvement and engagement. We make sure your planning works on the ground for your unique needs.

We partner with you to problem solve and adopt a pragmatic approach that is focused on creating solutions.

We would welcome the opportunity to meet with you to learn more about your business, the challenges and to discuss how we can support the growth and performance of your company.

**The Futures Group is a multi-disciplinary human resource and management consulting company. We combine specialist skills in people management, strategic planning, strategy, capacity building and technology with extensive industry experience to make a difference to the operational performance of our clients.**