



Advanced HR Solutions

Leading-edge providers of
management/interpersonal skills training
and human resource practices design
and implementation



Our clients

Our extensive client list has included diverse institutions such as:

AC Nielsen

Allianz

Apple Computers

Australian Catholic University

BankWest

Blake Dawson Waldron

Centacare/CatholicCare

Chifley Business School

Commonwealth Bank

Department of Defence

Fuji Xerox

Many councils, through Local Government Learning Solutions

Macquarie Bank

Minter Ellison

MLC

NSW Police

PricewaterhouseCoopers

Project Management Partners

RailCorp

RTA

School of Volunteer Management

State Water Corporation

Sutherland Hospital

TransGrid

University of Technology Sydney

What makes us different?

We work hard to ensure **sustained client benefits** from our training and HR interventions. We adopt a performance consulting approach wherever possible – i.e. we work closely with our clients to **systematically identify and remove barriers** to individual and organisational performance. We can help you evaluate the **real benefits of training and HR** – across the five levels of evaluation (from participant reaction to return on investment).

Our broad collective range of management consulting experience enables us to give you a **'one stop' HR** service. We are highly familiar with the public, private, educational and non-profit sectors, and a very broad range of industries in the private sector. We are small enough to provide a **highly personalised, price-competitive** service, yet big enough to cater for the HR needs of larger organisations.

HR design & implementation

We provide a range of HR strategies designed to drive **high-achievement cultures** that support organisational strategic and business objectives.

We work at both the individual and organisational level to support and achieve **long-lasting change**. We have coached employees from graduate level entry through to senior executive level positions.

Our programs include organisation design and development, succession and performance management, employee satisfaction and engagement surveys, development, learning evaluation and change management. We also provide objective, competency-based and 'day in the life of' assessments for selection, talent management and development purposes.

Clients & participants say ...

"Every part of this course was a great learning experience."

"Excellent facilitator. Very knowledgeable and informative."

"I have not had a better facilitator ... in all my workshops that I've attended."

"Great presenter. Humorous, excellent way of presenting."

"Very informative, examples are relevant and interesting; empathic, sincere. Feedback built confidence."

"Lots of valuable content – great presentation."

"Great! Very well organised and skilled presenter."

"Course benefited me tremendously."

"Fantastic – everything we needed."



Our training framework

The training framework integrates under seven categories a range of key disciplines that are vital for managers and other staff in today's business world. All of our training has a **strong adult learning focus** – making it experiential, practical and closely linked to workplace realities and experiences. We consistently receive very positive feedback from our satisfied clients.

Workplace templates are available. However, the objectives and content of each workshop are **always customised** to the needs of the group, and signed off by the client.

Working in close partnership with our clients, we ensure that our training is supported by other needed interventions for **sustained benefit**.



Our people

Narayan van de Graaff

BCom(Acc) GDipSocSc (Psych)
Cert IV Training & Assessment
DipBus DipMgt

Managing Director

- Managing Director of Advanced HR Solutions for 18 years
- 28 years of management consulting/human resources experience
- Design and facilitation of a broad range of people skills programs
- Facilitation of workshops from senior executive to general staff
- Accredited executive coach
- Numerous conference and webinar presentations
- Eight years with major bank as manager, performance management; then manager, management training facilitators; and finally manager, learning evaluation team
- While with Bank, developed a performance management system which achieved HRM Australian Best Practice Award

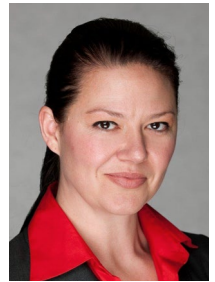


Tulsi Levin de Graaff

BA (Psych) LLB GDipLegPrac
Cert IV Training & Assessment

Director

- Legal and psychology background
- High-level training in legal issues for managers, decision-making capacity, child protection, risk assessment and discrimination
- Very strong conflict resolution, mediation, communication skills
- Strong interest in helping organisations to improve staff morale, reduce conflict and improve communication
- Extensive experience in community sector, mediation and counselling



Our associates

Sue Pedri

BScPsych (Hons) MAppPsych MAPS
MCOP MAHRI Registered Psychologist

- Over 23 years in senior HR and consulting roles
- Design and implementation of People Practices to drive high-achievement cultures
- Workforce planning, recruitment, performance management
- Organisational development and talent management
- Accredited in various assessment methodologies
- Learning and development
- Job and competency profiling and assessment



Penny York

BA (Ed) MBA DipBus DipMgt
Cert IV Training & Assessment
Cert IV VolProgCoord

- Strategic business management consulting
- Business/Management Diplomas educator
- Strong sales/marketing management focus
- Consults to executive committees to improve governance, strategies and planning
- Marketing principles across all disciplines
- Background in business management, facilitation, sales, project management, public relations



Contact us

Advanced HR Solutions
PO Box 906
Neutral Bay Junction NSW 2089

contact Narayan van de Graaff
mobile 0438 792 300

email training@advancedhr.com.au
web www.advancedhr.com.au