



Organisational and Human Resource Management Services Best practice solutions tailored to your organisational needs

Regardless of the nature of your organisation, it is essential that the people, systems and structures that create the organisation are best fit and best practice. Active Working Solutions has a range of innovative and tailored Organisational and Human Resource Management solutions, that are designed to assist your organisation in achieving its business goals and objectives.

Psychometric Assessments

Ensure the best-fit people are recruited, promoted and developed in your organisation through tailored selection, promotion and development assessments and team building. AWS tailored Psychometric Assessments (online/computer and pencil-paper), can help reduce the cost of incorrect and inappropriate selection, promotion and development decisions which have been shown to cost organisations thousands of dollars, both in direct and indirect costs. There are various areas of aptitude, personality and values that can be assessed with a focus on the specific requirements of the role and culture of the organisation. AWS Psychometric Services are designed to compliment your existing selection and recruitment strategies, and focus on matching people with positions, teams and cultures.

Recruitment Programs

Recruiting on a large scale can bring to the forefront many recruitment and selection related issues such as bias and incorrect practices. AWS Recruitment Programs help to minimise these risks through the use of standardised tools such as Application Forms, Assessment Methods, Interview Guides, and Reference Checking Guides tailored to specific positions and organisational needs.

Career Management Services

Career fit is essential for maintaining performance. When employees are mismatched to their role or if they are stagnating in their current position, they are not going to perform and as a consequence become a liability to the organisation. AWS Career Management Services aim to assist individuals in their career planning through tailored assessments, guidance and advice.

Stress Management Services

Ignoring the impact of stress on a workplace can be exceptionally costly. AWS can equip employees and organisations to better deal with stress which can assist in reducing the prevalence and impact of stress claims, through the implementation of strategies such as AWS Stress Audits, Stress Management Counselling and Training.

Mediation Services

Neutral mediators may be engaged by organisations to resolve internal workplace differences. AWS Mediation services can assist your staff members resolve such differences including conflict and grievances, unexplained absences and delay in returning to work, and communication issues. Also mediation may assist in developing written resolution and agreement regarding behaviour within the workplace as required of the employer and employee.

Why use Active Working Solutions for your Organisational & Human Resource Management needs ?

- Professional consultants
- Outcome oriented approach
- Management support
- Reports as required
- Tailored options

ACTIVE WORKING SOLUTIONS

Building healthy organisations through healthy individuals.™



For more information or if you would like to refer to Active Working Solutions:

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