

## Capability Statement

Blooming HR's vision is to bring best practice HR initiatives to the community services sector so that they can attract and retain talented staff that make a difference to the lives they are there to support.

Blooming HR has provided HR products and services to the following clients:

### Client list:

- » Bridge Housing Limited
- » NSW Family and Community Services
- » Evolve Housing
- » Homes North
- » Hume Community Housing Limited
- » Link Housing Limited
- » Aftercare
- » Port Philip Housing
- » South East Aboriginal Regional Management (SEARMS)
- » PowerHousing
- » Medicare Local
- » On Track Community Programs
- » The Wine Society
- » Kindamindi
- » NSW Land and Housing Corporation
- » NSW Federation of Housing Associations
- » WorkVentures
- » North Coast Community Housing Company
- » Woman's Housing
- » Australian Computer Society
- » St Vincent's DePaul
- » YWCA
- » PBT Travel

**In 2013, Blooming HR was awarded Consultancy of the Year at the National PowerHousing Awards for its measurable impact on the community housing sector in Australasia.**

**Blooming HR is backed by a talented array of HR consultants and services clients all over Australia.**

## Plant The Seed To Bloom Your Business!

FIND US ON:



[info@bloominghr.com.au](mailto:info@bloominghr.com.au) | +61 439 626 393 | [www.bloominghr.com.au](http://www.bloominghr.com.au)

Supporting people who support the community.



# BloomingHR



### WHAT OUR CLIENTS THINK...

*"I have found Blooming HR to be very person centered with pro-active engagement, understanding client requirements and having the ability to deliver a wide range of HR services."*

*Frank Lyons, Manager Construction and Development at Hume*

*"Blooming HR helped us to undertake national recruitment for this key role (Executive Officer)...we appreciated their (Blooming HR) ethical and professional approach, which we considered added value and rigour to the process."*

*Scott Langford, Chairman, PowerHousing Australia*

**Blooming HR is Australia's premier HR consultancy providing human resources solutions to the not for profit sector in Australia.**

**We understand that many businesses in these sectors do not have the luxury of an in-house HR department, and therefore responsibility falls to a manager who doesn't always have the skills or knowledge to deal with risky HR matters in an effective and timely manner.**

**Alternatively, your HR department maybe very small with barely enough time to manage 'business as usual' activities let alone design an improvement program to increase employee performance or build a brand that will attract the talent you need!**

Our mission is to provide transformational HR solutions and help organisations drive performance, manage their risk and engage people at all stages of the employment life cycle.'

We offer value for money in all our products and services which are directly aligned to our Values:

### Values

- » **Fairness** – we are impartial, objective and fair in all our dealings.
- » **Inclusive** – we are consultative and inclusive in the way we work.
- » **Connecting people to better futures** – we connect people for their overall benefit and that of the organisation and the customers they serve.
- » **Integrity** – we are honest and reliable in all our dealings.
- » **Quality solutions that make a difference** – we strive to ensure that all we do improves outcomes for you and your customers.

# Our Products and Solutions

## bloom-ing

**Noun 1. blooming - flourishing;** in exceptionally good health or condition;  
**prospering:** a blooming business to flourish or thrive



**BloomingHR is the HR consulting firm that offers outsourced HR solutions.**

We can embed HR expertise into your organisation for a fraction of the cost of a permanent employee. We offer an on-site or a virtual solution that suits any size organisation or budget.

Our outsourced HR solution manages each stage of the employment lifecycle. The service includes:

1. Development of HR policies and procedures (recruitment to termination)
2. Performance and Development Management
3. Remuneration management
4. Total Rewards Programs
5. On boarding and induction programs
6. Compliance training
7. Employee reward and recognition programs
8. Employee engagement surveys

**Contact us to learn how we helped Link Housing achieve a Top 25 place in the Best Place to Work™ Awards.**

### WHAT OUR CLIENTS THINK...

"...our independent staff engagement survey results have increased from 62% to 82% over 3 years and our staff turnover rates reduce from 35% to 13%."

David Miller, General Manager, Finance and Corporate Services at Bridge Housing



**BloomingTalent is a talent search agency committed to the not for profit and community services sectors.**

Our RecruitmentPlus product offers our clients unprecedented quality and value for money.

We offer fixed priced fees for the NFP sector.

Fixed price recruitment model for Award and Non Award roles	
<\$80,000	>\$80,000
\$4,990 + gst	\$9,990 + gst

Every client receives a FREE behavioural based interview guide designed specifically for the role.

We have a specific speciality in community housing roles at all levels including:

- » Development Directors and Project Managers/ Officers
- » General Managers in Operations, Assets and Corporate Services
- » Housing Managers and Team Leaders
- » Asset teams including Technical Officers, Responsive Maintenance teams and team leaders and
- » General Managers and Chief Officers
- » Tenant and Community Engagement workers
- » Finance and Corporate services including; CFO, HR, IT, Quality Assurance and Risk and Compliance

### WHAT OUR CLIENTS THINK...

"We appreciate the ease in which they (Blooming HR) are able to navigate the complexities of HR. Bridge Housing intends to continue their relationship with Blooming HR as to further enhance the strategic goal of developing our people."

Andrew Riolo, Financial Manager/Company Secretary at Tamworth Rural Limited.



**BloomingPerformance – BloomingHR's cloud based talent management system provides great results to not for profits in Australia by streamlining the probation and annual performance review process.**

Depending on the size of your organisation, our easy to use performance management system starts from just \$80 per person per year and offers:

- » Reminders and management of the probationary period
- » A place to track and rate KPI's linked to strategic goals
- » Competency and/or values assessment
- » Training and Development Planning
- » Career Planning
- » A place to record 121 meetings and feedback
- » Reports and analytics

Additional modules are also available for as little as \$15 per employee per year. These include:

1. Onboarding – take your new starter paperwork on line
2. Learning Management System (LMS) – Browse, book, complete eLearning modules
3. Training register
4. Enterprise social – share feedback, provide recognition and make announcements

We configure the system to your needs or you can use our proven set up and we can get you going in no time.

Join a growing number of tier 1 NFP and community housing providers who are using this simple and effective tool and watch your employees and your organisation 'Bloom'.



**BloomingTraining designs and delivers custom or off the shelf face to face and eLearning training programs.**

Titles include:

- » Leadership Essentials (1 & 2)
- » Manager as Career Coach
- » Career Development Skills for Employees/ tenantsww
- » Discrimination Bullying and Harassment
- » Domestic Violence Awareness
- » Managing Performance
- » Privacy Training
- » Work Health and Safety
- » Lone Worker
- » Business Etiquette
- » Managing Change

Our eLearning courses begin at \$3,990 per title for unlimited use and a daily face to face training package starts at \$2,400.

Call BloomingTraining today to conduct a skills assessment of your business and we will help you design a training calendar that meets your business needs and fits your budget.



**BloomingCoach offers Executive Coaching, Career Management and Career Transition programs.**

Our accredited coaches will work with you or a member of your team to drastically increase performance and/or reduce your risk at the time of ending the employment relationships.

### Leadership Coaching packages include:

CEO Performance Coaching	12 sessions for \$9,000
Senior Management Coaching	7 sessions for \$5,250

Our Career Transition packages start from \$1,200. Each of our programs offer individualised one on one support from an accredited Career Coach and range from 2 sessions to a full 12 week program for more senior employees.