

LOCHER HUMAN RESOURCES ORGANISATIONAL DEVELOPMENT CONSULTING SERVICES

| ASSESSMENT CENTRE | DEVELOPMENT CENTRE | LEADERSHIP DEVELOPMENT PROGRAMS | EXECUTIVE COACHING | PSYCHOLOGICAL ASSESSMENT |
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| <ul style="list-style-type: none"> > Best practice alternative selection > Bulk recruitment > Design and facilitation of Assessment Centres > Graduate selection > Restructure | <ul style="list-style-type: none"> > Design and facilitation of Development Centres > Industry benchmarking > Succession planning > Talent pool identification and development | <ul style="list-style-type: none"> > 360-Degree assessment > Individualised programs > Innovative assessment services > Leadership assessment > Leadership management development > Measurement of behavioural change > Tailored coaching services > Tailored workshops > Thought Leadership | <ul style="list-style-type: none"> > Executive GM/CEO Coaching Consortium > High profile business coaches > Individualised development programs > Targeted development coaching | <ul style="list-style-type: none"> > 360-degree reviews > Aptitude assessment > Career preferences > Personality profiling > Sales aptitude > Selection for recruitment > Vocational assessment |
| CAREER TRANSITION | SURVEYS AND BENCHMARKING | SELECTIVE RECRUITMENT SERVICES | HUMAN RESOURCE CONSULTING | MANAGEMENT CONSULTING |
| <ul style="list-style-type: none"> > Executive level programs with career ambassador > Individual and Group Outplacement programs > Restructure > Tailored career transition programs > Workshops in areas including CV preparation | <ul style="list-style-type: none"> > 360-degree assessment > Climate survey > Employee attitude survey > Organisational benchmarking > Salary benchmarking > Tailored HR surveys | <ul style="list-style-type: none"> > Developing interview questions > Panel interviewing > Panel reports > Preparation of short listing matrix > Receipt of applications > Reference checking > Short listing | <ul style="list-style-type: none"> > Employer of choice strategies > Exit interviews > Performance development systems > Retention strategies > Strategic HR consulting > Succession planning > Training needs analysis | <ul style="list-style-type: none"> > Change management > Organisational restructure > Organisational reviews > Organisational values and cultural challenge |

LOCHER & ASSOCIATES LEARNING AND DEVELOPMENT CONSULTING SERVICES

MANAGEMENT DEVELOPMENT PROGRAMS

- > Management Essentials
- > People Essentials
- > Business Essentials
- > Legislative Essentials
- > Cert IV in Business (FLM) (BSB41004)
- > Diploma in Business (FLM) (BSB51004)
- > Competency Assessment
- > Certificate IV Business Administration (BSB40201)
- > Certificate IV Business Development (BSB40501)

TAILORED WORKSHOPS LEADERSHIP & MANAGEMENT CAPABILITY

- > Manager as a Coach
- > Networking
- > Giving and Receiving Feedback
- > Undertaking Performance Development Reviews
- > Interviewing Skills
- > Managing Change
- > Governance and Risk Management

TAILORED WORKSHOPS ORGANISATIONAL CAPACITY

- > Team Building
- > Strategic Planning
- > Time Management
- > Career Management
- > Communication Skills
- > Train the Trainer
- > Innovation and Creativity
- > Customer Service
- > Sales
- > Certificate IV in Training and Assessment (TAA40104)

PUBLIC SERVICE TRAINING PACKAGE

- > Certificate III in Government (PSP30104)
- > Certificate IV in Government (PSP40104)
- > Diploma of Government (SP50104)
- > Advanced Diploma of Government (PSP60104)

ACCREDITED TRAINING SERVICES

- > On-the-job assessment
- > Recognition of Prior Learning
- > Recognition of current competence
- > Programmed Material Development
- > Quality Assurance
- > Training needs analysis

MANAGEMENT COACHING

- > Experienced Business practitioners
- > Individualised development plan
- > Targeted Development Coaching

THE LOCHER DIFFERENCE

- Customised approach
- Integrating organisational direction within program delivery
- Quantifiable behaviour change
- Workplace application methodology
- Industry experienced facilitators
- Current best practice concepts and theories integrated