

SMALL *and* MEDIUM BUSINESS

*Your people can be your greatest reward
and also your greatest challenge.*



Systems and frameworks in a business empower your people to succeed in their roles

Your people are the power in your business. Not only are they the most important asset to your business, they are critical to your ongoing growth and success.

As leaders, our role is to enable and empower our people to succeed and grow in their roles, to be happy doing what they do and feel they are a valuable part of what you are creating.

With the right systems and frameworks we can:



Recruit the right people into your business
and onboard them in a way that sets the tone for their ongoing employment. In other words, start as you mean to go on.



Empower and enable your team to do their best work
engage their intelligence, help them understand where they fit and how they contribute to the bigger picture and encourage them to do so.



Align expectations
providing clarity on what success looks like for them both, for performance and acceptable behavioural standards.



Support their growth and provide a career direction
empower them to grow and challenge them to be the best they can be

But the problem is..... time!

Too often the challenge for business owners and leaders is the time required to create frameworks, systems and processes that support the changing and growing needs of their team.

Leaders know they need to do this work, they know it will significantly benefit them in the long run, but there are other priorities taking their attention. So this work moves down to the bottom of the to-do-list and stays there.

So the people management side of the business becomes purely reactive and as a consequence:

- The people in the business start to feel undervalued and unhappy
- Your culture is negatively impacted
- Performance drops off
- The leader starts to feel incredibly frustrated with even more demands on their time

This is definitely not a win/win situation! The alarm bells start ringing because when things start to spiral out of control like this, it can be hard to turn it around. And if the alarm bells aren't ringing yet, they will be. It's only a matter of time!

These alarm bells often signal the need for support.

When situations like the above occurs it often becomes evident that you need some sort of HR presence to help you with the people management side of your business. This also commonly occurs as the head count hits the 15+ mark and people management starts taking up more and more time. But, whilst the need is certainly there, the P&L doesn't necessarily support the additional expense of a full time salary.

This is when an outsourced solution is the perfect solution to overcome these challenges.



OUTSOURCED PEOPLE AND CULTURE SUPPORT

Julie Hyde partners with business owners and leaders to alleviate the pressure and headaches they are experiencing with their people management. Julie works with them to implement a framework designed to support the full employee lifecycle, it provides tailored strategies and tools for the acquisition and retention of your people as well as ways to build an inclusive and supportive culture to foster growth and navigate change.

Designed to help you manage all of the 'people factors' and enable your people to shine this framework is focused on getting the basics right. As with anything, once you have the basics right, you have a solid foundation that can be built on.

And the biggest benefit to leaders is that you get back more time to focus on what you do best.

SUITABLE FOR YOU IF:



People Management is taking up too much of your time



You don't have a HR presence in your business



You are managing or implementing change (Growth, culture, structure)



People Management isn't necessarily a skill of yours.



A PARTNER IN THE SUCCESS OF YOUR BUSINESS AND PEOPLE

Julie has over 30 years leadership and business experience and knows what it takes to build a successful team.

What she brings to the table is a unique blend of the experience of having been there, at a senior level in corporate balancing the multiple demands of leading teams and delivering to stakeholders, and the fact that she is also running a small business. This has taught her to be much more agile and adaptable and to think outside the square which small business owners must. Also to play on the edge a little bit! It's a blend that works.

If we don't have the right people in the right role it impacts sales, culture and the bottom line and nobody wins.

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I WORK WITH SOME AWESOME CLIENTS



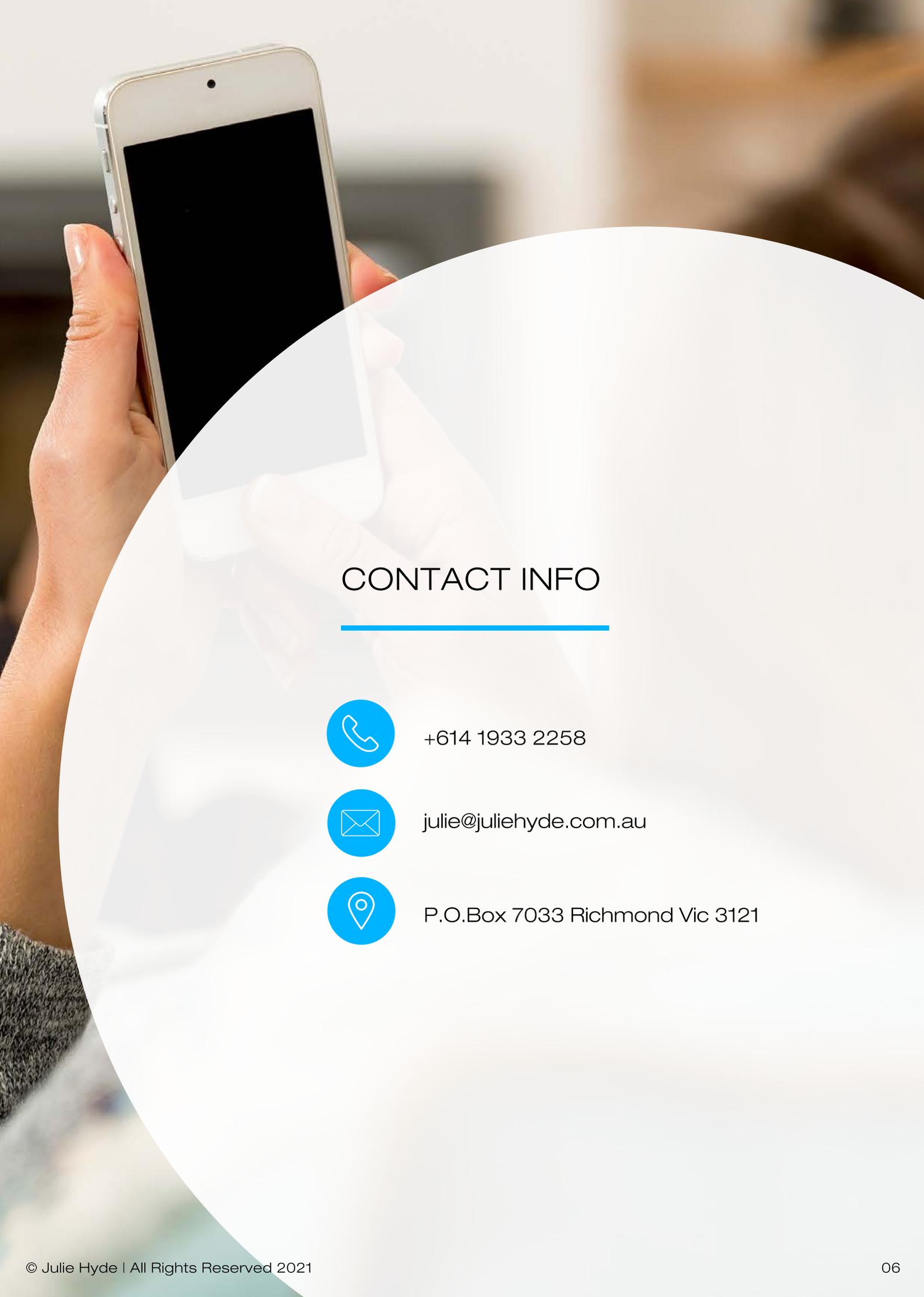
AND I'M GLAD THEY THINK THE RELATIONSHIP IS PRETTY SPECIAL TOO!

I really wasn't sure about bring in external support to assist with my business, as I own and run an already successful financial planning practice and didn't think that a coach would be able to add much value. Let me just say – I was wrong! Julie worked with me and more importantly my team to determine exactly how my business needed to change to grow, things that I never would have been able to recognize and admit myself. Julie's instinctive ability to make these recommendations, really took me by surprise. As a result, Julie has helped me to grow my new business by over 200% (even throughout the GFC) and it's still going. I completely recommend meeting with Julie to get to know her and listen to what she has to say about your business, we wouldn't be without her now.

J BROWN
Director

Julie has worked with the Via team for some years now and has implemented various strategies and frameworks to support the growth and development of our people and to ensure a supportive culture. These initiatives have meant we are proactive with our People Management and as the team has grown we have maintained an inclusive culture that is aligned with our values. Engagement levels are great and productivity has improved. Julie's support and experience in this area is invaluable.

F BAMBINO
Managing Director – Via Architects



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