



## ENGAGED PEOPLE BURSARY.

We get it. Being in business can be tough, and being a business owner or CEO can be a lonely place to be. So we are here to make it easier - for you. Because we know you need your team to be working not just for you, but with you. And with each other.

Engaged People is a 12 month program designed to build winning teams through strategy, leadership and people practices.

Our expert team works alongside you across the course of one year to develop a suite of collateral, processes and procedures customised for your business. The end result is complete confidence in your compliance, freedom for you as a business owner and a competitive advantage for your business.

The Engaged People Bursary is valued at over \$30,000.

And now, in support of *It's a Bloke Thing*, Focus HR is offering the program for auction to participate in the next intake.





## ISOLATION

“Everything relies on me and owning a business can be a lonely place.”

## FEAR

“I need a team because I can't do it on my own, but how do I get them doing the right thing, at the right time, in the right way and with the right attitude?”

## PEOPLE ISSUES

“People issues can be tricky and employees are more (ill) informed than ever – I'm bound to say the wrong thing and upset someone or break the rules.”

# CAN YOU RELATE?

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# YOU'RE IN GOOD HANDS

We have worked with over 500 companies to coach and guide owners and managers through setting the vision, managing people and developing great leaders.

**The Engaged People Bursary** unlocks your time and business' potential by building a high-performance business to give you:

## FREEDOM & FUN

Through clear strategy and alignment and closer connections, we create a business that owners truly enjoy running, with the financial and mental freedom to step back and take a break when they need it.

## COMPETITIVE ADVANTAGE

By attracting, developing and engaging the minds and hearts of great people, businesses gain a unique competitive advantage. You can copy processes, designs and documents, but you can't copy morale, culture and the power of the mind.

## CONFIDENCE

With quality systems in place and easy access to experts to point them in the right direction, we give owners and managers the confidence and peace of mind that they are doing the right thing.

# ENGAGED PEOPLE BURSARY



To Achieve	You'll Receive
 <p><b>STRATEGY</b></p> <ul style="list-style-type: none"> <li>• Clarity of direction and purpose</li> <li>• Team alignment and focus</li> <li>• Implementation plan</li> </ul>	<ul style="list-style-type: none"> <li>• Small business strategy workshop</li> <li>• One-page strategic plan</li> <li>• Quarterly review and reset rhythm</li> </ul>
 <p><b>HR FUNDAMENTALS</b></p> <ul style="list-style-type: none"> <li>• Compliant HR practices</li> </ul>	<ul style="list-style-type: none"> <li>• HR traffic light audit</li> <li>• Access to learning material (including FAQs and webinars)</li> <li>• People perception survey</li> </ul>
 <p><b>RELATIONSHIPS</b></p> <ul style="list-style-type: none"> <li>• Stronger, more resilient teams</li> <li>• Culture as a competitive advantage</li> <li>• Engaged teams</li> </ul>	<ul style="list-style-type: none"> <li>• Onboarding program</li> <li>• Culture workshop</li> <li>• DiSC workshop</li> </ul>
 <p><b>LEVERAGING</b></p> <ul style="list-style-type: none"> <li>• Right people in the right seats</li> <li>• Plan for filling the gaps</li> <li>• Succession plan</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce planning workshop</li> </ul>
 <p><b>LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>• Positive cultural impact</li> <li>• Purposeful leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Leading teams training sessions</li> </ul>





### Previous It's A Bloke Thing Winners

The one-page strategic plan is a key tool that we've gotten out of the program, together with the planning process. That's been brilliant.

The actions that have come from that are manageable. It's really challenged the way that we think, and also the way our team thinks.

We're finding that the value add from everyone under our roof has been beneficial to the whole organisation.

The other highly valuable component of the programme has been the DiSC profiling. It's a great workshop.

How it's come back into the office from an awareness point of view is something that we really tried to hold on to and because it is easy to understand, it can be held on to easily.

DOMINIC RYAN



### Bursary Winner 2023

Hogans Family Jewellers is a third-generation jewellery specialist.

We're a very well-established business, but still had a lot of things that needed to be developed in the business that the Focus HR team could help us with.

The fun part that we got out of the program was our team bonding and upskilling of our people which will help us in the future through the DiSC profiling of our people.

We have a better understanding of where people's personalities sit and how to best cooperate with people and get the job done better.

I would definitely encourage other businesses to look into this program and no matter whether you're a brand new business with one or two staff members or whether you're like us that's 80 year old and over 20 staff. It proves to be beneficial for anybody in any type of business. It's important on any level to make sure that you've got this stuff right.

LACHLAN HOGAN



### EPP Bursary 2023

From a personal point of view the program was the perfect way to gain knowledge, and also be an active member of building a strategy to take us forward and improve where we were going. It provides clarity to what you're doing in your day to day because you can get lost in that operational side of things.

Stepping back and looking at it from a strategic point of view really focuses you on what's important. It doesn't matter whether you're a small little team like us or a major high profile business. I think it's just integral. I would definitely encourage businesses to apply. We've got a plan going forward. We're excited about it. And we've just been so thankful to be part of this opportunity. So who doesn't want that?

ANGELA LATHAM

I've worked for quite a few community organisations and I have to say this is the first organisation that I've been truly blown away by. I had the best onboarding process I've ever had. I had two weeks planned for me based on what was learned through Focus HR's bursary program, so I was very impressed.

Culture eats strategy for breakfast. And I think we have the best culture I've ever had in any team I've ever worked with, thanks to Focus HR.

SHIRLEY-ANNE GARDINER



You deserve the opportunity to build a winning team.

Please get in touch with our team to arrange an obligation-free chat.

Phone 07 4765 3456  
[www.focushr.com.au](http://www.focushr.com.au)

