

WHO ARE WE?

TMS Consulting “delivers total business solutions” in partnership with its clients. The foundation of our success is a relationship based approach ensuring a strong appreciation for each of our clients’ business focus and our candidates’ aspirations.

With extensive experience in the private, public and not-for-profit sectors and having a particular focus on organisational development, technology and recruitment, TMS provides solutions from the highest level of strategic planning to the detailed operational implementation of an initiative to putting the right person in the right job at the right time.

Established in 2006 by Helen Wood after a successful career in the public sector, TMS Consulting offers a wide range of successful experience developed over many years in a diverse array of organisations. TMS consultants are experienced professionals with a wide range of knowledge and understanding in their respective areas of expertise.

OUR SERVICES

We value a relational approach with our clients to ensure we provide total business solutions in an environment of trust, open communication and mutual benefit.

TMS Consulting provides solutions in:

- Strategy
- Projects
- People
- Technology



Strategy Solutions

- Developing strategic direction
- Group process facilitation
- Strategic and business planning
- Organisation development
- Organisational performance measurement
- Enterprise risk management
- Business analysis
- Scenario planning

People Solutions

- Recruitment
- Employer branding
- Workforce capability
- Change management, coach and advice
- Communication and stakeholder engagement
- Building high performance teams
- Executive coaching and mentoring
- Team and individual coaching
- Leadership and management training
- Performance management system design

Project Solutions

- Project/Program office design & implementation
- Practical implementation of project and program methodologies -PRINCE2 and PMBoK & MSP
- Product based planning, scheduling, risk analysis
- Project status assessment and health checks
- Project and program mentoring, education and facilitation
- Project and program management
- Business process analysis, definition and improvement
- Service delivery redesign

Technology Solutions

- Web site design and development
- Web applications development
- Web strategy and search engine optimisation
- Web hosting and domain names
- ICT resourcing
- Benchmarking
- Options analysis
- ICT strategic planning
- Enterprise architecture



RECRUITMENT & SELECTION

With a skilled team who understand the employment market, TMS Consulting has developed a systematic approach to source the talent for client individual needs. The TMS Recruitment Solutions team of consultants and provisional psychologist can assist you with matters relating to attraction and retention of your workforce with the right candidate-fit including:

- Recruitment & selection strategy to attract candidates who meet the job and organisation specifications
- Identification of the best assessment tools to ensure candidate fit for the job, organisation and its culture
- Appraisal of candidate knowledge, skills and abilities through skills assessments and referee checks
- Assessment of candidate fit for the job, organisation and its culture using techniques such as behavioural interviewing and psychological testing for cognitive ability, resilience & leadership potential

Why is it important to have the right candidate-fit?

- i) Research has confirmed the benefits of a sense of fit where employees feel their values, preferences, and skills align with the needs, practices and characteristics of their job, workgroup or organization. When employees experience this sense of fit, they feel their core needs have been fulfilled. As a consequence, they become more engrossed in their work; which has been shown to improve their performance at work (Greguras & Diefendorff, 2009).
- ii) Many studies have examined the decrease in costs, and thus increase in profitability, when the turnover of employees diminishes. Some studies estimate the costs of employee departures – eg: the costs of recruitment and training – can vary from 75% to 150% of the annual salary of employees, depending on the role (Ahlrichs, 2000). Johnston (2001).

TMS offers a professional recruitment and selection service across the fields of:

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| - Management | - Marketing |
| - Professional | - Technical |
| - Administration | - Public relations |
| - Human resource management | - Communications |

With a specific focus on government (federal, state, local and government owned corporations), infrastructure, mining energy transport and construction sectors, TMS tailors the recruitment process for each individual role and company ... ensuring we get it right first time for clients and candidates alike.

TEMPORARY OR CONTRACTED PLACEMENTS

TMS Consulting works with clients across private, government and not-for-profit sectors to add value to their business activity across a range of roles by utilising TMS temporary / contracted personnel. In the current market where employers are competing for talent, the advantages of utilising TMS temporary / contracted personnel are many fold:

- Enabling your business to adjust more easily and quickly to workload fluctuations
- Allowing you to maintain staffing flexibility
- Providing the opportunity to evaluate potential employees without commitment
- Sourcing specialised skills just when they are needed

TMS temporary / contracted personnel might be a real solution to your human resource dilemmas caused by employee absence (illness, vacation, maternity or disability leave, sudden departure) and/or unexpected or temporary demands (special projects, seasonal or peak periods, employee shortages).

EMPLOYER BRANDING

Your employer brand is the perception that current and prospective employees and other stakeholders have of your organisation as a place to work – ie: your reputation as an employer.

Employer Branding is the process of differentiating your organisation by consciously identifying, shaping, managing, building and communicating the most appropriate employer brand in order to attract and retain talent. The employer brand is underpinned by an Employee Value Proposition (EVP) that is well understood and developed from research, information and feedback obtained from interviews and focus groups with existing employees, management, potential and past employees.

... Employees are the most trusted communication channel of potential new hires, but only 24% of employees would recommend their organization ...

Source: *Attracting and Retaining Critical Talent Segments, Building a Competitive Employment Value Proposition, Corporate Leadership Council, Corporate Executive Board, 2006.*

Contact the Recruitment Solutions TMS Team today and have a conversation about your people needs

