



Organisational Psychology Services

Our highly experienced team of organisationally-trained, registered psychologists offer tailored support services to a wide range of organisations across Australia – at the employee, team and organisational level. We understand the psychological support that benefits organisations and their employees and have developed a suite of services to meet these needs, including:

- Coaching
- Training and development
- Career transition
- Change management
- Human resources consulting and mediation
- Psychometric assessments
- Surveys and cultural reviews

Coaching

Through personalised coaching plans, applying key tools and techniques, we aim to improve communication skills and interpersonal style while heightening insight and emotional intelligence.

Surveys and psychometric testing guide sessions that develop our clients' skills and help them to realise their goals and achieve sustained behavioural change in the workplace.

Training and Development

Our organisationally-trained psychologists cover topics such as Building Resilience, Mental Health Awareness and Positive Psychology as well as customised training with an emphasis on developing practical skills that can easily be applied within the workplace.

Leadership Development Program (LDP)

Understanding the pivotal role good leaders play in organisations, our specialist team's LDP aims to empower new leaders by developing key competencies in:

- What makes a **good leader**, leadership theory, workplace values and staff alignment.
- **Engagement** and empowerment, developing self and others, providing and receiving feedback, managing change and **enhancing resilience**.
- Building and maintaining **relationships** – fostering **collaboration**, navigating differences between people and celebrating success.
- **Communication skills** – including assertiveness, verbal and non-verbal communication, active listening and engaging staff effectively.

Career Transition

We support employees transitioning from an organisation into alternative employment during instances such as redundancy due to downsizing. Our psychologists and employment consultants provide adjustment counselling, resume development, job search and interview skills as well as career counselling.

Change Management

Our organisationally-trained psychologists consult closely with organisations and employees to customise structured change management strategies. We provide continuous support and evaluation throughout the process - to help employees and their leaders adapt, rather than react, to change.

HR Consulting and Mediation

We provide professional, third-party support to an organisation's Human Resources operations:

- Providing advice on performance counselling and behavioural management strategies relating to potential disciplinary action and/or termination.
- Independent HR audits and provision of HR coaching and recruitment.
- Services to assist in maintaining compliance with HR policies and procedures.

As experienced mediators, our registered psychologists prevent workplace tensions escalating into costly problems. We employ communication strategies, individual meetings and insights to bring together successful mediation interventions and agreements.

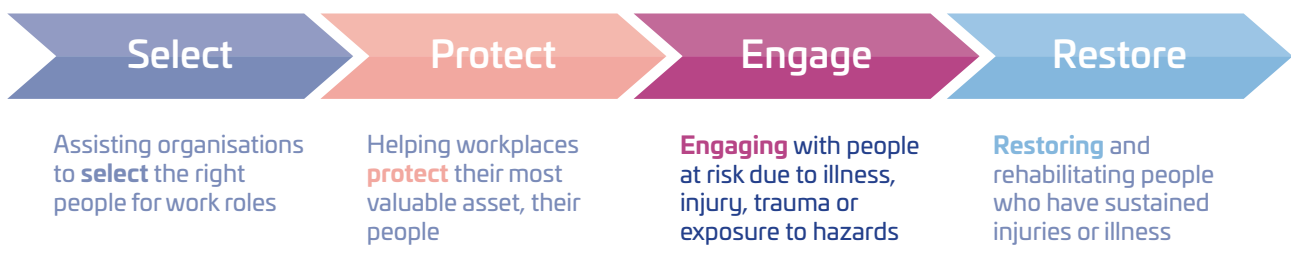
Psychometric Assessment

We use an array of psychometric tests, including the Occupational Personality Questionnaire (OPQ), Hogan Personality Suite (including the 180 and 360 degree feedback tools) and Genesys Ability Tests. Our assessments support our clients to recruit the right staff for particular jobs or teams as well as assisting in skill development and coaching for individuals and teams.

Surveys and Cultural Reviews

Our team designs the cultural review process to include multi-level analysis and achieve real outcomes at an individual, team, and organisational level. Our services include:

- People and Cultural Surveys: enabling organisations to identify, measure, monitor and evaluate key drivers.
- Psychological Risk Reviews: to gather information, analyse risk factors, identify psychological symptoms and signs, support the organisation to manage and control risk and develop key recommendations reports.
- Team Values Alignment: our multi-layered approach enhances team effectiveness through assessing what motivates a team, developing an insight report, facilitating a values alignment workshop and developing a charter to align a team's behaviours with organisational values.



Get in touch with us:

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