

Value Add Ideas



Developing Exceptional Leaders. Recruiters. Teams

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HR & Employment Updates

- ▶ Maternity & Parental Leave Policies (current trends and benchmarks)
- ▶ Leave Entitlements Overview (annual leave, personal leave, and flexible work options)
- ▶ Award Rate Changes (specific to the industry)

A red icon of a Visa card.

Visa Changes & Sponsorship Insights

- ▶ Workplace Rights and Compliance Updates (e.g., Fair Work changes)

A red icon of a magnifying glass over a person silhouette.

Hiring Insights & Best Practices

- ▶ Salary & Commission Guides (benchmarks for roles across industries and locations)
- ▶ How to Hire Internally (best practices for building an internal recruitment strategy)
- ▶ Employer Branding Guide (how to attract top talent with a standout employer brand)
- ▶ Interview Question Templates (targeted questions by role and seniority)
- ▶ Onboarding Best Practices (checklists for successful employee integration)



Market & Industry Trends

- ▶ Sector-Specific Growth Reports (trends, hiring demand, and projections)
- ▶ Counteroffer Trends & How to Combat Them (why candidates accept counteroffers and how to avoid dropouts)
- ▶ Skills in Demand (current market gaps and how to source talent)
- ▶ Future of Work Reports (e.g., remote/hybrid work trends, AI impacts on hiring)
- ▶ Market Rate Guides (contractor vs. permanent salary benchmarks)
- ▶ Candidate Availability Reports (hot spots for hard-to-fill roles)



Performance & Data Insights

- ▶ Sales Process Templates (examples of effective BD processes - All companies will have a sales team)
- ▶ Retention Rate Insights (what keeps top candidates engaged and how to avoid churn)
- ▶ Hiring Funnel Metrics (data on conversion ratios: applications → interviews → placements)
- ▶ Cost of a Bad Hire (financial and cultural impacts of poor recruitment)
- ▶ Hiring Timelines (average time to hire by industry and tips to shorten the process)



Value for Clients

- ▶ Role Success Profiles (what “good” looks like for specific roles)
- ▶ Candidate Care Templates (how to ensure candidates stay engaged throughout the process)
- ▶ Market Comparison Reports (how a client’s business stacks up against competitors for attracting talent)
- ▶ Case Studies (real success stories of clients filling tough roles or retaining talent)
- ▶ Diversity, Equity, & Inclusion (DEI) Guide (best practices and actionable steps for inclusive hiring)



Strategic Tools & Guides

- ▶ Workforce Planning Template (plan for future talent needs and skills gaps)
- ▶ Recruitment Budget Calculator (to help clients estimate hiring costs and ROI)
- ▶ Outsourcing vs. In-House Hiring (pros and cons comparison)
- ▶ Succession Planning Guide (how to identify and develop internal talent for critical roles)

Engaging Visual Tools



- ▶ Candidate Journey Map (visualise the candidate experience from sourcing to placement)

Infographic on Industry Hiring Trends



- ▶ Time to Hire Breakdown (how delays affect talent acquisition success)
- ▶ Roadmap for Scaling Teams (step-by-step guide to growing a team effectively)