



**‘Helping you get the most  
out of your most valuable  
asset...people.’**

*McArthur*

Talent Architects

**M<sup>c</sup>Arthur Talent Architects is the Management Consulting division of M<sup>c</sup>Arthur.**

**Our business is simple and focused. For the last 20 years we have been helping the South Australian Public and Private sectors get the best out of their people.**

**We deliver a range of quality, cost-effective solutions that can be tailored to meet your specific needs and challenges. Our product mix includes unique software, intuitive measurement tools and proven methodologies.**



### **CEO/Executive Performance Reviews**

- Consultative set up workshop
- 360 degree reviews (council members, CEO, direct reports/staff, peers and external stakeholders)
- Review criteria tailored to position description, contract and KPI's
- Emailed, hard copy or one on one interview style survey
- Detailed performance review report including year on year comparisons (if available)
- Benchmarked remuneration review report
- Facilitated feedback session to council and CEO/execs
- KPI setting for following review period
- From \$3,950 plus GST



### **Benchmarked Remuneration Reviews**

- In depth analysis of individual or multiple roles, including the review of job and person specification
- Benchmarked against similar positions within comparable size councils locally and nationally
- 85% comparable matching of positions
- Work value assessments in line with current remuneration trends
- Individual – \$750 plus GST per role and multiple (four roles or more) – from \$500 plus GST



### **Employee Engagement/ Culture Surveys**

- Range of tailored and 'off the shelf' options to suit client needs
- Suitable for whole or part organisation
- Proven methodology and benchmarking – integrates importance and performance
- Online and hardcopy questionnaires
- Presentation of results
- Tailored reporting by demographic, team and division
- Facilitated feedback workshops
- Mid-survey cycle pulse checks
- From \$5,000 plus GST per survey



### **Outsourced HR Consulting**

- Organisational development
- General HR/IR advice
- Management/executive advisory service
- Probations reviews and exit interviews
- On boarding and Inductions
- Contract negotiations and renewals
- Coaching/mentoring
- Policy development/frameworks
- HR template development
- Learning and development planning
- HR reporting
- \$150 plus GST per hour



## Psychometric Assessment and Profiling

- In house Adelaide accredited consultant
- Suite of standardised behavioural, personality, motivational, emotional intelligence and ability/ aptitude tools
- Online tools
- Evaluation – 15FQ+ personality questionnaire – addresses personality, traits, type/characteristics, values, interests and style
- Profiling tool to identify candidate ideals
- Cognitive evaluation – verbal expression, complex numerical problems, abstract and critical thinking
- Feedback to the individual and organisation
- From \$350 plus GST per assessment



## Performance Management System – Salmac21

- Uniform methodology for whole of organisation
- Management and record of employee performance reviews at all levels across an organisation
- Online tool allowing access 24/7
- Automated process
- Facilitates two way discussions
- Dedicated consultant to assist with development of performance criteria, review set ups and training sessions
- Consistency in measurement across an organisation
- Real time progress
- Downloadable reports
- Structured outcomes for performance based remuneration reviews
- Benchmarked year on year data
- Starting from \$4,000 plus GST per organisation



## Leadership Development

- Tailored to individual, team and/or whole or part organisation
- Consultative workshops
- Tailored programs
- Team and personality diagnostic tools
- Group workshops and individual sessions
- Development of action plans and ongoing feedback
- From \$2,500 plus GST per program



## Team Profiling

- Online survey – constructive work based information
- Facilitated team awareness workshops
- Individual work preferences reports
- From \$2,500 plus GST per program



## Outplacement Services

- Tailored Service – group or individual, executive or non-executive level
- Dedicated coach
- Assessment – coaching, career planning, skills assessment and psychometric profiling
- Job-ready preparation – resume refining/development, job application target market strategies, interview techniques and job search techniques
- Long or short programs available
- From \$2,000 plus GST per person



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