

Introduction to HR



Setting people up for success



Setting people up for success

## Reflect



What does being a 'good employer' mean to you?

If you think about the 'best employer' you ever worked for, what made it so great?



ATTRACT ME RECOGNITION **EMPLOYEE** LIFE CYCLE



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## Reflect



When you started a new role, what did you need to be set up for success?

What aspects of that do we do well currently when we are setting up new employees?

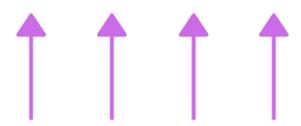
## Setting people up for success



#### **Motivators**

Growth
Advancement
Responsibility
Recognition
Achievement

## Discretionary Effort



#### Good Performance Line

#### Maintenance

Pay
Communication
Working conditions
Leadership
Competence

### Can't

Coach/train/ support

### Won't

Feedback
Require change
Performance
management
Disciplinary

Clear expectations
Induction training
Feedback
One on one's
Team culture



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## Reflect



What key policies do you use now?

What processes work well for you?





## What should you know?

- Code of Conduct
- Leave Policy
- Complaints and Problem Resolution Policy
- Disciplinary Policy
- IEA and MECA content
- Terms and Conditions info
- Motor Vehicle Policy

The legislative framework for employment relationships in New Zealand





# Questions



