

TOP 5 TIPS WHEN ENGAGING AN HR CONSULTANT FOR YOUR BUSINESS

01

BEAUTIFUL EXPERIENCE

Newbies don't become consultants. Look for an HR Consultant with extensive experience in your industry. Ask about current or former clients and obtain references. Challenge potential consultants to show how their professional experience covers your specific HR goals.

02

BREADTH OF SERVICES

Your HR challenges today might be quite different to those next year. Ask an HR Consultant about their experience in all the HR services you may need, for instance, training, staff engagement, executive recruitment, contract recruitment, award compliance, WH&S, etc. Plus assess their understanding of what makes your organisation and industry unique.

03

RESPONSIVE FLEXIBILITY

Make it clear you're looking for an HR partner, not an odd-jobber. Assess whether you can get advice at short notice and whether an HR Consultant can adapt their services when your business requirements change. Also, get to know a consultant's terms of business and don't be shy asking them to change their terms to suit your needs.

04

WELL-DEVELOPED NETWORKS

The best people are hard to find, especially in highly-specialised or executive roles. To combat these challenges, look for HR Consultants who've recruited strong performers for niche roles. Also, it's a consultant's people skills that build their networks - it always pays to assess their EQ.

05

ADMIRING CLIENTS

Use third-parties to find your HR Consultant. Get to know what their clients say. Check their website, read their case studies, review their LinkedIn recommendations. Also, ask to speak to a current customer, ideally one within your industry and of similar size.

