The Drake Suite of Talent Management Solutions

Increasing the Return on your Human Capital Investment
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An integrated and comprehensive approach to HR vastly improves the productivity and profitability of any organisation. When neglected, issues such as turnover, absenteeism, reduced employee engagement and productivity also have a significant impact.

In order to truly maximise the potential of your people, they must be engaged throughout the employee lifecycle, commencing at the recruitment stage.

The Drake suite of Talent Management Solutions enable our clients to increase the productivity, performance and profitability of their business.

Our services include:

Drake Talent Management Solutions

A range of customised products, technologies and consultancy services that cover every aspect of HR and workforce management, including:

- Onboarding and Orientation
- Psychometric and Behavioural Assessments
- Professional Development
- Workforce and Succession Planning
- Skills Assessments
- Performance Management
- Team Building Workshops
- Engagement Surveys
- HR Consulting
- Learning Management System
- Outplacement Services
- Exit Interviews

ONBOARDING AND ORIENTATION

The Drake Productivity Improvement Plus (PI+) solution is tailored to expedite a new employee’s integration into their organisation, so they hit the ground running. This can include training, coaching, team building and mentoring, which adds to your employee value proposition. The Drake PI+ solution assists in the transition of the employee into their new role, as well as achieving a return on investment in the shortest time possible.
PSYCHOMETRIC AND BEHAVIOURAL ASSESSMENTS – DRAKE P3
Drake P3 Behavioural Assessments assess the traits and behaviours which are predictive of workplace performance. Drake P3’s scientifically-based, online assessment will assist you in using personality traits to select the ‘right’ fit, as well as onboard new hires, enhance team work, motivate staff and retain top performers – providing insights from ‘selection to succession’.

PROFESSIONAL DEVELOPMENT
Drake Training provides customised learning solutions to meet the client’s business objectives. These courses range from new hire orientation to skill-building, team building, sales effectiveness, customer service excellence, leadership development and additional specialised topics. Drake Training courses are offered in both online and classroom formats.

WORKFORCE AND SUCCESSION PLANNING
The Drake Workforce and Succession Planning solution assists organisations to achieve long-term benefits from their staff so they can expect a better return on their human capital investment. Our strategic approach supports clients’ business objectives aligned to workforce allocation, leading to an increased capacity for innovation and adopting new work practices, which improves overall productivity and performance.

DRAKEWISE
DrakeWize is an online employee assessment tool that allows you to evaluate an individual’s practical and computer-based skills. This then delivers a complete picture of their capability while defining skills and areas for further development. DrakeWize allows managers to select high calibre candidates and identify the development needs of potential and existing staff.

Contact us to find out more.
hrsolutions@au.drakeintl.com • 13 14 48 • www.drakeintl.com
PERFORMANCE MANAGEMENT
Drake Evolve is our performance appraisal solution, focusing on making performance management a key driver of your business results. Drake assists with the development and communication of performance measures and objectives, as well as goal-setting and evaluating results. We also train managers on how to effectively deliver feedback to build the effectiveness of their team.

TEAM BUILDING WORKSHOPS
The Drake P3 Team Building Workshops provide each member of your team with a P3 behavioural assessment in order to understand the behavioural characteristics of your entire group on an individual level. You can use that knowledge to communicate and work together effectively, increasing the productivity and performance of your business.

ENGAGEMENT SURVEYS
The Drake Employee Engagement Survey uncovers quantitative and qualitative data on employee’s attitudes and opinions that drive their performance and influence organisational culture. By understanding the employee’s views of your organisational strengths and limitations, you can create an action plan to improve engagement, retention and overall staff commitment.

HR ANALYTICS
The Drake HR Analytics system helps turn your HR data into powerful business insights, which leads to better informed decisions and investments related to human capital. Our business intelligence tool is affordable, quick and easy to implement, and allows you to make data-driven business and HR decisions.

HR AUDIT
A Drake HR Audit involves a systematic review of an organisation’s current HR policies, procedures, documentation and systems to help measure the efficiency and effectiveness of the existing Human Resources function. The HR Audit identifies strengths and prioritises areas for improvement while ensuring compliance with State and Federal regulations and legislation.
HR HELPLINE
The Drake HR Helpline provides on-demand, generalist and strategic HR advice on any talent-related workplace issue. Having access to the HR Helpline allows your business to outsource all or part of your HR function at only a fraction of the price, by eliminating the costs associated to a full-time HR resource or a lawyer.

ABSENCE MANAGEMENT
The Drake Absence Management solution identifies the root cause of employee absenteeism. This involves analysing the job specifications, recruitment practices, cultural influencers, policy, communication, risk and performance management. Key drivers are determined and counter measures recommended, which support and evolve the organisation towards better corporate health and increased productivity.

LEARNING MANAGEMENT SYSTEM – EXPONENTIAL IMPACT
The Drake Exponential Impact Learning Management System (LMS) is a learning and content management system which allows organisations to deploy, track, manage and report on training against objectives. Training types include interactive online courses, classroom-based learning, on-the-job training, moderated forums, webinars, and training documents. The Exponential Impact LMS is a fully SCORM-compliant system.

OUTPLACEMENT
The Drake Outplacement solution includes workforce modelling and pre-evaluation of roles which may be removed, succession planning and the creation of personalised programs for individuals or groups who are transitioning out of an organisation during times of change. This service provides transitioning employees with the tools, skills and motivation to be successful in their career search while maintaining your employer brand.

EXIT INTERVIEWS
A Drake Exit Interview is an efficient and confidential way to collect information on an organisation’s strengths and weaknesses. Outsourcing exit interviews to a third-party provides professional and objective reporting, to gain insights into reasons why your staff are leaving your organisation, allowing you to respond proactively.

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Drake Recruitment Services
Providing permanent staffing across all job sectors for both management and non-management roles. We have expert consultants operating in specialised verticals providing in-depth knowledge to the recruitment process.

Drake Executive
Providing executive level placements across all industries. We have expert consultants operating in specialised verticals providing in-depth knowledge to the recruitment process.

Drake Overload
Providing temporary office staff, including long and short-term secretarial, clerical and administrative staff.

Drake Industrial
Providing temporary staff with the trade and technical skills required in sectors such as mining, manufacturing, engineering, warehousing and distribution.

Vertical Talent
Specialists in both permanent and temporary recruitment in the Procurement and Supply Chain sectors.

Drake Medox
Permanent and temporary recruitment in the Health and Medical industries. Roles include nurses, clinical professionals and homecare workers through to dentists and administrative staff.

Drake WorkWise
A national provider of Employee Assistance Programs, trauma management and organisational consultancy services across all industries.
Drake Safety

Drake Safety offers dedicated Work, Health and Safety (WHS) services, and provides a consultative solution to suit our clients’ business. Our services include WHS audits, WHS policies and procedures, online safety inductions and police and visa checks.

Kryterion

A full-service provider of customisable assessments and certification products. Choose from skills tests and proctored online assessments through to a comprehensive, high-stakes, worldwide certification program.

Alliance RPO

Recruitment Process Outsourcing (RPO) is the transition, transformation and delivery of integrated talent management across the complete sourcing and recruitment life cycle, delivering a fully agile workforce. Alliance RPO offers advisory services and talent management solutions to assist our clients across Australia and the APAC region. Alliance RPO can design and build recruitment processes within your corporate environment or re-engineer existing RPO technologies and services to maximise their return.

Drake Business Logistics

Drake Business Logistics is a specialist provider in the Business Process Outsourcing market, offering comprehensive outsourced document and office management services. Drake Business Logistics is the official provider of Swiss Post Solutions technology in Australia and New Zealand, offering a range of services which enhance the speed, quality and control of information through both physical and digital channels along the entire document lifecycle.

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Employee Lifecycle

Attraction
- Permanent Recruitment
- Temporary Recruitment

Selection
- Behavioural Assessments
- Cognitive Ability Assessments
- Sales Person Assessments

Separation
- Outplacement
- Career Transition Services
- Exit Interviews

Retention
- Surveys
- HR Consulting
- Succession Planning
- Employee Assistance Programs
- Performance Appraisals

Development
- Leadership and Development Coaching
- Team Building
- Learning Management Systems
- Training and Development Courses
- Seminars

Induction
- Learning and Content Management
- WHS Policy and Procedures

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