



Case Study

Power Partners

HR Consulting



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BACKGROUND

Power Partners is a building industry supplier working with insurance groups such as Suncorp and IAG groups. Over a number of years Michael Potenza has grown the operation from a two-person team to a business with three offices and approximately 30 employees.

From a HR perspective, like many businesses that grow steadily and organically over time, HR contracts, policies and procedures were, in hindsight, not given the attention they required.

Faced with a Fair Work Australia matter and a Work Cover case, Power Partners engaged fibreHR to provide immediate assistance with these urgent matters. fibreHR also gave the business a road map of what needed to be implemented from a HR perspective in the short and medium term.

“We felt comfortable with fibreHR from the start,” said Michael Potenza. “They understood our business and requirements and took us on a journey of getting HR to where it needed to be. We are very pleased with the overall outcome.”

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When Michael Potenza met the fibreHR team, the brief consisted of two elements. The first was immediate support to assist with two urgent matters. The second was an acknowledgment that a short to medium term plan was needed to ensure all HR elements within the Power Partners business were compliant with current legislation.

Within the Power Partners' organisational structure there was no scope to add a HR person in-house. fibreHR, being an external consultancy, was a good fit for the Power Partners brief, because fibreHR is a consultancy that could be engaged on a project-by-project basis and for ad-hoc HR support, when needed.

fibreHR appointed one of its own consultants to work on the Power Partners account and was immediately able to take control of the urgent matters. At the same time, the fibreHR team conducted a HR Audit that gave Power Partners an overview, from a HR perspective, of what needed to be done and when.

The fibreHR HR Audit covered the following areas -

1	Policy
2	Remuneration
3	Retention
4	Performance Management
5	Termination
6	Process/Record Keeping
7	Values and Behaviours
8	Strategic Planning
9	Recruitment
10	Contracts

The HR Audit gave Power Partners a thorough overview of what needed to be actioned. Priorities were allocated and a timeline developed by fibreHR to assist with the implementation phase of the HR audit.

“ Having a **fibreHR** Consultant on -site ensured that the implementation of the plan was a smooth and comfortable process. ”

fibreHR recommended that a consultant be engaged to work at the Power Partners office.

Having a fibreHR Consultant on-site at Power Partners ensured the HR implementation plan was a smooth and comfortable process. Staff were engaged in the process and the management team were happy that significant progress was made, allowing them to focus on growing the business and managing operational issues.

fibreHR offered a flexible engagement over a 3 to 4 month period, which was great for cash flow and allocating resources around the plan. As Power Partners grows and expands into new states and markets, keeping on top of HR is more important than ever before.

Michael Potenza noted that working with fibreHR gave him “peace of mind” because HR would be managed correctly.

Although the implementation period has passed, Michael is more aware of the need to keep up with “constant changes” to policy and legislation. Michael is pleased that fibreHR is a resource that is, “just at the end of the phone” and is looking forward to working with the team on a semi-regular basis, indefinitely.

Michael felt very comfortable working with the fibreHR team. Culturally it was a good fit for the business and fibreHR understood the dynamics of the Power Partners' size of business.

Michael now has confidence with the HR process. "There is no doubt that we now have a HR system in place to help us grow over the next five years, thanks to fibreHR."

Culturally it was a good fit, and **fibreHR** understood the dynamics of the Power Partners' size of business.

If you would like to learn more about how fibreHR can assist with your HR and recruitment needs, you can:

“fibreHR is a scalable resource available on an as needs or ongoing basis.”

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