

BIR Human Capital Solutions Self Assessment Quiz



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Talent management of the right people – retain, develop, recruit

Your Human Capital & Talent Management – 24 Quick to Answer Questions

	Yes	No	Maybe	Don't Know
Total Score				
# 1 Does your business have enough exceptional people to make sure you achieve your strategic objectives and goals?				
# 2 When your business hires someone, are you confident that your hiring team has left no stone unturned in making sure they have selected the right person for the job?				
# 3 Does your business have the right strategies to keep your good people?				
# 4 Would you say you never lose good staff unexpectedly?				
# 5 Would you describe all your managers as 'good leaders of people'?				
# 6 Would you describe your managers as being 'good at delegating, communicating, leading and developing their team as well as developing themselves'?				
# 7 Would the direct reports to your managers describe their managers as being 'good at delegating, communicating, leading and developing their team as well as developing themselves'?				
# 8 Are you able to determine whether your managers have improved in all of these areas over the past 12 months?				
# 9 Does each member of your sales team achieve above average results against their targets?				
# 10 Is your customer service culture and your ethical standards understood by all staff in your business?				

BIR Solutions *building improving & restructuring better business solutions*

BIR Strategy *mapping your road to success*
BIR Human Capital *talent management of the right people*
BIR Finance *funding your sustainability & growth*
BIR Solvency *turning insolvency into solvency*

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		Yes	No	Maybe	Don't Know
# 11	Would all your staff members who interact with customers be able to describe your customer service culture accurately?				
# 12	Do you have skills training in place to support a mentoring program for your management team?				
# 13	Is your website attracting candidates for both open positions and potential open positions?				
# 14	When you are recruiting, does your system allow you to easily see where each candidate is up to in the recruiting process?				
# 15	Would you say your recruiting process is handled quickly and efficiently from beginning to end?				
# 16	Would unsuccessful as well as successful candidates feel they have been treated well by your recruiting managers, including receiving timely and courteous communication throughout the process?				
# 17	Do you know which members of your team are likely to be the most successful at moving into a more senior role in your business should the need arise?				
# 18	When you employ someone, are you confident that your contract of employment covers you for all areas of employee risk?				
# 19	When you need to provide a warning or dismiss an employee, are you confident that your systems protect your business from claims of unfair treatment and unfair dismissal?				
# 20	Does your organisational chart and your job positions, job descriptions and Key Performance Indicators (KPIs) cover all areas of your business?				
# 21	Would each staff member know their job description, job responsibilities and the KPIs they need to reach?				
# 22	Do the KPIs for your staff tie into their job descriptions and responsibilities?				
# 23	Do you perform regular evaluations of your staff?				
# 24	Do these evaluations reflect the KPIs and job responsibilities for each position?				

Scoring "Yes" answers = 1; all others = 0.

24 – a perfect score! – you have well documented and implemented procedures. You may well be regarded as an employer of choice. Your key challenge is to remain on top of your game and keep yourself at this high standard.

23 to 19 – a good result – you have good systems and procedures but there may be some areas you might wish to work on.

18 to 15 – a fair result – there are a few areas of your talent management processes which need some work and it is probably worthwhile raising the urgency of addressing this key area of your business.

14 and below – there is a fair bit of work to do – and you know it! Don't delay. Now is the time for action.

Call Tran Lam now on 1300 783 309 if you would like an informal, no obligation, free chat about your talent management processes, or email Tran at tran.lam@bir.net.au.

Our services provide you with the three core drivers of business success, enabling you to make better and smarter business decisions:

- **Business Strategy Solutions** – Analysing, creating and developing the right strategies for you to achieve your vision and goals.
- **Human Capital Solutions** – Retaining your good staff and sourcing the right staff for now and for the future of your business.
- **Business Finance** – Sourcing and securing the best finance (debt and equity) to match the needs of your business.

We also work with **Solvency & Restructuring Solutions** to consistently deliver the best outcomes in those difficult times when solvency and ongoing viability may be an issue.

At BIR Solutions, we are here to help you achieve the most out of your business by providing support, structure and clarity so the decisions you make for the future of your company have a positive impact.
Better people driving better business

