

PeopleEconomics®



"Your dedication and commitment to your work have consistently exceeded our expectations. You have consistently gone above and beyond to ensure that our HR processes are streamlined, efficient, and compliant. Your expertise and attention to detail have been instrumental in helping us navigate complex HR issues, providing us with the confidence to make informed decisions.

Your exceptional knowledge and experience in the field of HR have been evident in the valuable insights and recommendations you have shared with us. Your ability to analyse situations from multiple perspectives and offer innovative solutions has greatly contributed to Re.Groups growth and success.

Moreover, your willingness to go the extra mile has not gone unnoticed. "

**David Singh**

Managing Director, Re.Group

Contact one of our HR Consultants to see how Wall Street's HRbox™ subscription services can help your business from our full range of services.

- Outsourced Human Resources
- Workplace Advice
- Payroll Services
- Training
- People & Culture
- Conciliation Representation
- HRIS Software
- Recruitment
- Head Hunting

WALL STREET  
HR SYSTEMS & SERVICES

**Melbourne**

Level 13, 10 Queens Road,  
Melbourne, VIC 3004

P 03 8594 1490  
info@wallst.com.au  
wallst.com.au





## Modular services to pick and choose as you grow

**Compliance is where it begins. Growth potential is unlimited.**

As a small to medium business you are likely growing fast and your people needs are growing and changing with you.

HRbox™ is a complete HR subscription service that brings you the best HR expertise and resources from all important disciplines in HR, ready to grow with you.

Our team have all run businesses, run teams and understand the commercial aspects of managing your people. We know the importance of being compliant, and we never forget what a powerful resource people are for your growth.

We know that to build a capable HR team in-house with all the expertise you need to run and protect your business is near impossible, leaving your business exposed.

You receive just the advice & resources you need, making the most of our team's 20 years experience in Human Resources, Sales and Recruitment for a fraction of hiring your own experts.

As you grow we will be there to grow with you.



### **People**

Experienced HR support for every stage of your business.



### **Payroll**

Accurate, efficient and headache free payroll solutions.



### **Recruitment**

Secure the people you need to build and grow your team.



### **Training**

Expert training and programs to bring out the best in your people.



### **HRIS Software**

Our proprietary software makes managing your people simple.

# 01 | Human Resources

## What we do

Wall Street is an outsourced HR Systems and Service provider for small to medium business. We understand and embrace people as well as the commercial realities. With over 20 years experience in HR, Sales and Recruitment, we help our clients create value for their business through their most valuable asset; their people.

### We meet all the staff

Find out why they work for you, their purpose/ motivation. How they think? Starting from the bottom up.

### Set up all staff on our systems

Payroll / HR / Administration put in support mechanisms to promote communication.

### Company Core

Work with Senior Management to understand and document our Why, How and What.

### Position Descriptions

Ensure that every role has clear Position Descriptions that are objective and not task based.

### Set up Goals

Ensure that every staff member (with their manager) has set their SMARTER goals and understand the review process.

### Appraisals / Reviews

Set up the company appraisal conditions, timelines, scoring on Values, Goals and PD's.

### Review Documents

Review and systemize all employment documents, such as HR Manuals, contracts, job ads and relevant forms to ensure consistency in messaging, language and feel and all policies are coherent with the cultural vision.

### Induction

Develop and set up an induction process, training, meet and greets etc.. Minimum of the first 2 week calendar is set up and organized. Objective is that new hires are set up for success and feel welcome and important.

### Reporting

Set up relevant reporting; payroll, financial, staff changes, pay increases, promotions, recruitment, communication tables, HR related projects status and progress, appraisals, exit interview results.

### Workplace Advice

**Unlimited** HR advice is available for our subscription clients.

### Conciliation Representation

**Unlimited** representation in conciliation process is available for our subscription clients.

**“Wall Street is a truly client-centric organisation. We endeavor to exceed your expectations and go through the preparation to ensure that this is achieved.”**

## Industries We Service

Industry Specialisation	Since Year	Other Industries	Since Year
Health	2000	Manufacturing	2016
Retail	2000	Sporting Associations	2008
Telecommunications	2002	Recycling	2016
Hospitality	2003	Education	2014
Building & Construction	2008	Entertainment	2008
Accounting & Finance	2008	Commercial Cleaning	2019
Nursing & Aged Care	2009	Marketing	2014
Real Estate & Property	2010	E-Commerce	2013
Advertising & Marketing	2010		
Childcare	2010		



# 01 | Human Resources

## Pricing

As an outsourced HR service we pride ourselves on being the best possible service to our clients, with the latest knowledge and compliance from our extensive team of experts. Simultaneously we enjoy being a cost effective solution. Our clients realise they cannot serve their people as well as we can with in-house teams for the same cost.

We provide services on a subscription basis with our modular services product, HRbox™. With HRbox™ you can mix and match the services you need as you scale your business.

Packages begin at \$75 per month per person. We have four plans available:

**Lite Plan** - For basic compliance & HRIS software @ \$75 per month per person

**Growth Plan** - For scaling businesses @ \$105 per month per person

**Pro Plan** - For established businesses @ \$175 per month per person

**High Performance Plan** - For businesses who want to maximise the impact their people have on the growth of the business @ \$195 per month per person

All plans include our proprietary HRIS software CentralStation™ with scaled features for each plan. Additional services available on request. Contact one of our consultants to design a package that's right for you.

“Wall Street provides the very best team of specialists at a standard we could not provide in-house for the same overheads. They integrate seamlessly into our team, as one of us”

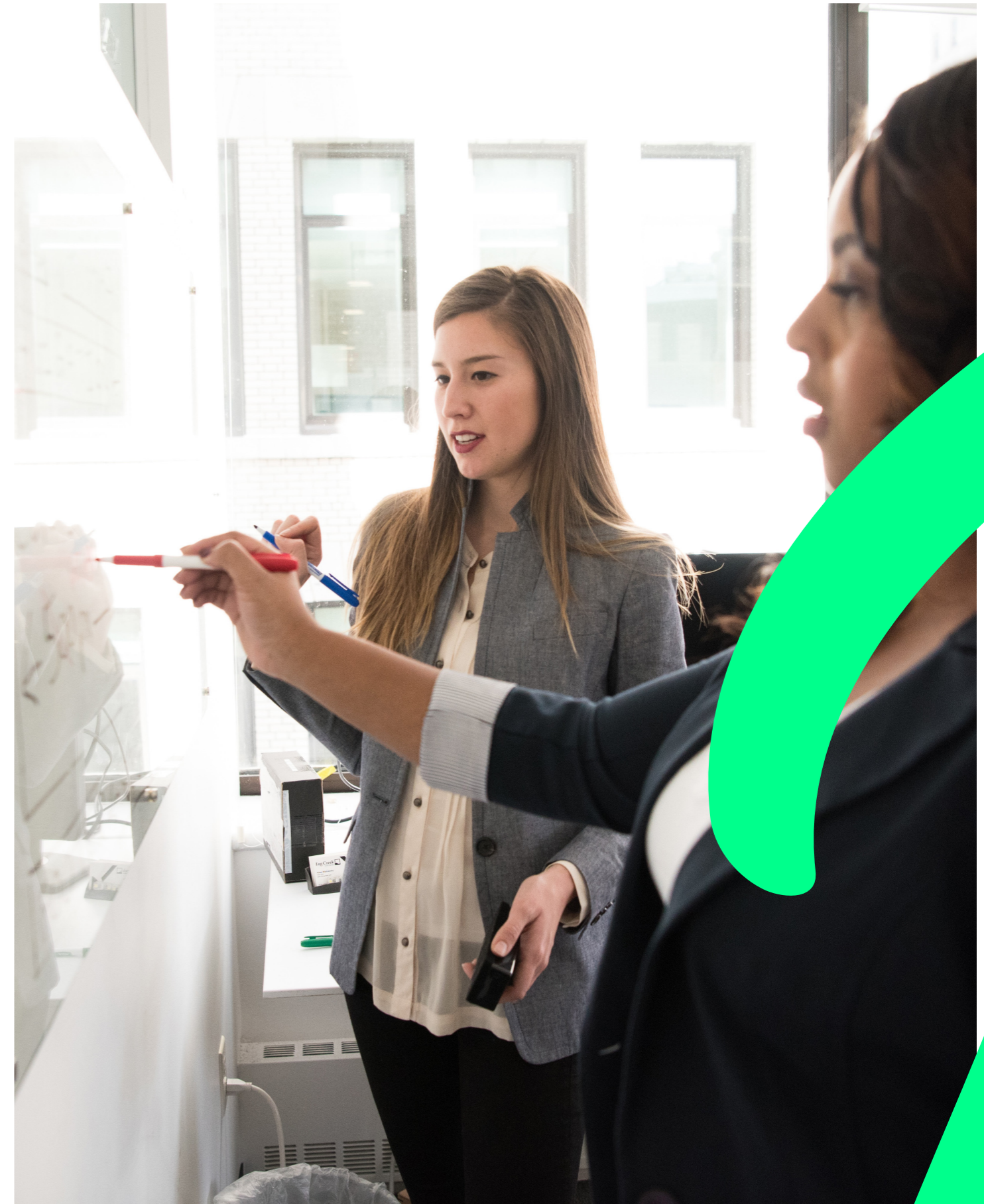
HR Services & Systems	<b>Lite Plan</b> For basic compliance. Add additional services only as you need them.	<span style="background-color: #008000; color: white; padding: 2px;">Popular</span> <b>Growth Plan</b> For Scaling businesses with more complex people needs.	<b>Pro Plan</b> For Established Businesses with predictable needs.	<b>High Performance Plan</b> For those who want to get the most out of their people
	<p style="text-align: center;"><b>\$ 75</b> / month Per Employee</p> <p style="font-size: small;">Negotiable rates over 20 employees. Onboarding and training additional.</p>	<p style="text-align: center;"><b>\$ 105</b> / month Per Employee</p> <p style="font-size: small;">Negotiable rates over 20 employees. Onboarding and training additional.</p>	<p style="text-align: center;"><b>\$ 175</b> / month Per Employee</p> <p style="font-size: small;">Negotiable rates over 20 employees. Onboarding and training additional.</p>	<p style="text-align: center;"><b>\$ 195</b> / month Per Employee</p> <p style="font-size: small;">Negotiable rates over 50 employees. Onboarding and training additional.</p>
<p style="font-size: x-small;">For full breakdown of services click the links for more details.</p>	<ul style="list-style-type: none"> <li>✓ Unlimited HR Advice, compliance audit, <b>one</b> company contact, unlimited conciliation representation, basic HRIS software, employee accounts, required templates and documents, exit interviews.</li> <li>✓ HRIS Automated actions - first 3 months free</li> </ul>	<ul style="list-style-type: none"> <li>✓ Unlimited HR Advice, compliance audit, <b>two</b> company contact, unlimited conciliation representation, basic HRIS software, employee accounts, required templates and documents, exit interviews.</li> <li>✓ HRIS Automated Actions full access</li> <li>✓ HRIS Rostering, timesheets, leave management, expense &amp; reimbursement management</li> <li>✓ Position descriptions and training resources</li> </ul>	<ul style="list-style-type: none"> <li>✓ Unlimited HR Advice, compliance audit, <b>five</b> company contact, unlimited conciliation representation, basic HRIS software, employee accounts, required templates and documents, exit interviews.</li> <li>✓ HRIS Automated Actions full access</li> <li>✓ HRIS Rostering, timesheets, leave management, expense &amp; reimbursement management</li> <li>✓ Position descriptions and training resources</li> <li>✓ HRIS Bonus &amp; commissions</li> <li>✓ Performance reviews &amp; management</li> <li>✓ HR Reporting</li> </ul>	<ul style="list-style-type: none"> <li>✓ Unlimited HR Advice, compliance audit, <b>unlimited</b> company contact, unlimited conciliation representation, basic HRIS software, employee accounts, required templates and documents, exit interviews.</li> <li>✓ HRIS Automated Actions full access</li> <li>✓ HRIS Rostering, timesheets, leave management, expense &amp; reimbursement management</li> <li>✓ Position descriptions and training resources</li> <li>✓ HRIS Bonus &amp; commissions</li> <li>✓ Performance reviews &amp; management</li> <li>✓ HR reporting</li> <li>✓ Full HR management and administration of your business</li> </ul>

\*Discounts available for larger head counts. Onboarding and team training required for all new clients @ \$3,000 for 1 year contracts, \$1500 for 2 year contracts and no fees for 3 year contracts. All prices exclude GST and will be applied on invoicing. Invoiced monthly. HRbox™ Packages include items marked with a ✓ and other items specified are an additional cost as marked or by negotiation. Use of CentralStation™ HRIS system use is mandatory for all HRbox™ clients.

# 01 | Human Resources

## Pricing - Additional Services

Additional Services & Add-ons	HR Services & Support Additional human resources services to upgrade your plan	<span style="color: green; font-size: small;">Popular</span> <b>HRIS Software Feature Upgrades</b> Additional CentralStation™ features to strengthen Lite or Growth plans	Admin & Payroll Services Support to take the load off your team for administrative tasks	Leadership Services Support for your leadership teams to grow the business using our PeopleEconomics® framework
Talk to your HR Consultant to develop the HRbox™ services right for your business	<p style="text-align: center;">From <b>\$120</b> / hour</p> <ul style="list-style-type: none"> <li>Workplace Safety Policy - POA</li> <li>Workcover Claim Management - \$300 per case per month</li> <li>Casual Conversions - \$500 per month</li> <li>Company remuneration policy and benchmarking - \$600 per review</li> <li>Workplace disputes HR case management - \$120 per hour, minimum of 2 hrs</li> <li>On site visits (exc. travel fees) - \$120 per hour, min 2 hrs</li> <li>HR strategy &amp; projects - POA</li> </ul>	<p style="text-align: center;">From <b>\$3</b> / Per person Per month</p> <ul style="list-style-type: none"> <li>Automated actions - \$3 per person</li> <li>Rostering &amp; timesheets - \$3 per person</li> <li>Leave management - \$3 per person</li> <li>Bonus &amp; commissions - \$3 per person</li> <li>Expense &amp; reimbursement management - \$3 per person</li> <li>Performance reviews &amp; management - \$5 per person</li> <li>HR reporting - \$5 per person</li> </ul>	<p style="text-align: center;">From <b>\$25</b> / month Per person</p> <ul style="list-style-type: none"> <li>HR administration - POA</li> <li>Payroll processing - \$25 per head per month</li> </ul>	<p style="text-align: center;"><b>\$ POA</b> Price on Application</p> <ul style="list-style-type: none"> <li>Company values &amp; culture - POA</li> <li>Employee engagement - POA</li> <li>Well-being strategy - POA</li> <li>Training and development - POA</li> <li>Leadership development - POA</li> </ul>
				



## 02 | Central Station

### HRIS software tailored to your needs

Our easy to use CentralStation™ proprietary HRIS is in the cloud, so you and your team can access it any time and from anywhere.

- All your people files and actions in one place
- Timesheets, rostering and leave management
- Commissions and expenses
- Performance management
- Automated actions
- Up to the minute, accurate full reporting
- Scalable features and data, so it grows with your business
- Incredibly easy to set up and customise

#### Explore the power of Central Station

Use of our HRIS technology is part of the full service we offer for outsourced Human Resources support. Basic services are included under your contract, with additional services available at a cost per person per month.

We'd love to show you how easy it will make people management for your business. Ask for a demo today.

**“It’s so easy. Wish I’d started using Central Station years ago!”**



# 03 | Recruitment

## Why Wall Street?

Whatever the size of your company, or the scale of the job, Wall Street will satisfy your needs swiftly and efficiently. From individuals on short-term contracts to full project teams for long periods, we guarantee the personnel that we provide and the reliability of our service.

### Position Description

Development of PD's for each role. Setting up and incorporating suitable KPI's (Key Performance Indicators) for each role.

### Advertising

We can advertise your position in up to 10 online employment websites including Seek™ and Now Hiring™

Managed: Wall Street can write the content

Self Service: You manage the ad and content online.

### Screening

This can be up to a 5 step process.

Development of a screening template based on the Position Description and the customer requirements.

Step 1. We will sort the initial resumes based on your initial minimum requirements.

Step 2. Phone screening using a template that is put together based on the PD and customer requirements.

Step 3, 4, 5. Face-to-face interviews with the candidates that have passed the initial screening. We conduct up to 3 interviews, depending on the role requirements.

### Reference Checks

We conduct a minimum of two reference checks using our tried and tested template to ensure that you have chosen the correct candidate. Police checks and "working with children" checks can be done on request.

### Customised Induction

We guarantee that every individual that comes into contact with you and your team will have undertaken a customised induction specific to your environment, expectations, culture and standards. New staff will demonstrate an understanding of your business before they come into contact with you.

### Testing

We conduct different ranges of testing depending on the client requirements.

Word processing systems tests that check typing speed and MS Suite knowledge.

Technical testing for specific positions, e.g. Computer Programming Tests suited to specific languages. Psychometric and behavioural testing. Tests are priced and designed per role.

### Industries We Service

Industry	Since Year
Health	2000
Retail	2000
Telecommunications	2002
Hospitality	2003
Building & Construction	2008
Accounting & Finance	2008
Nursing & Aged Care	2009
Real Estate & Property	2010
Advertising	2010
Childcare	2010

**“Wall Street can help you with some or all of the recruitment processes and our fee does not increase with the salary on offer.”**



# Pricing

As an outsourced recruitment team, we offer cost efficiencies along with specialised expertise to support hiring managers or business owners to find your next hire. We overlay PeopleEconomics® through all our processes to ensure you have Impact Players that are there to deliver on your business goals and values.

We provide scaled options to suit your recruitment needs:

## Low Touch Recruitment

We support hiring managers by providing access to our recruitment dashboard for managing multiple candidates alleviating the mess in your email inbox and to keep track of the candidate communications.

We take your brief, help with writing your job ads and manage the marketing campaign for you.

## Medium Touch Recruitment

We take your recruitment process through the candidate review stage and screen for a short list. Your hiring manager takes over the interview and onboarding process.

## High Touch Recruitment

We handle all of the recruitment process for you and provide the professional expertise of our recruiters to help you find the best fit talent. We run the whole recruitment project for you including onboarding your new hire into your team.

## Additional Services

There are additional services such as psychometric testing, interview services, compliance checks and reference checks as needed.

Note that there are loadings for salaries over \$60,000 base.

## Head Hunting

For those challenging and specialist roles we realise that sometimes head hunting is required. Ask your recruiter for a referral to our specialised head hunting division, **First Avenue**.

**Talk to one of our recruitment team to develop a recruitment and marketing package that's right for your business.**

### Recruitment Services

#### FAST START

You run the recruitment process and we support you with the technology and marketing management

From **\$ 1500**

You screen for candidates using our Candidate Tracking System and self manage the interview process.

Screening, interviews, onboarding and advertising costs not included

#### TALENT SHORT LIST

We run your marketing campaign and resume shortlisting to support your Hiring Manager

From **\$ 2500**

You manage the interview process using our pre-screened short list of talent. Fees are for one role as an all-inclusive package.

Interview process, onboarding and advertising costs not included

#### FULL SERVICE

End to end full service to run your recruitment process powered by PeopleEconomics™

From **\$ 4000**

We do the lot for you to find your new recruit. Fees are for one role as an all-inclusive package.

Advertising costs not included. Full onboarding service including managing contracts available to Wall Street clients or by negotiation.

Our most competitive pricing.

Recruitment Services	FAST START	TALENT SHORT LIST	FULL SERVICE
NEW CLIENT ONBOARDING & AD BRANDING	✓ Included	✓ Included	✓ Included
RECRUITMENT BRIEFING	✓ Included	✓ Included	✓ Included
AD WRITING	✓ Included	✓ Included	✓ Included
MANAGE MARKETING CAMPAIGN	✓ Included	✓ Included	✓ Included
RECRUITMENT PLAN AND TIMELINE	✗ Excluded	✓ Included	✓ Included
REVIEW RESUMES	✗ Excluded	✓ Included	✓ Included
SCREEN FOR SHORT LIST	✗ Excluded	✓ Included	✓ Included
SUBMIT QUALIFIED CANDIDATES FOR REVIEW BY HIRING MANAGER	✗ Excluded	✓ Included	✓ Included
CO-ORDINATE INTERVIEWS WITH HIRING MANAGER	✗ Excluded	✗ Excluded	✓ Included
MANAGE ALL CANDIDATE AND HIRING COMMUNICATIONS	✗ Excluded	✗ Excluded	✓ Included
REFERENCE CHECKS	✗ Excluded	✗ Excluded	✓ Included
DRAFT AND CO-ORDINATE APPROVALS OF LETTER OF OFFER	✗ Excluded	✗ Excluded	✓ Included
COMMENCE ONBOARDING	✗ Excluded	✗ Excluded	✓ Included
LIAISE WITH INTERNAL HR REPRESENTATIVES FOR ONBOARDING	✗ Excluded	✗ Excluded	✓ Included
<b>ADDITIONAL SERVICES</b>			
Basic Marketing - Seek Ad Campaign	\$350 (Optional)	\$350 (Optional)	\$350 (Optional)
Standard Marketing - Seek, LinkedIn, Indeed, Jora and Adzuna	\$900 (Optional)	\$900 (Optional)	\$900 (Optional)
Premium Marketing - Seek, LinkedIn, Indeed, Jora, Adzuna, Wall Street Website and Wall Street social media.	\$1800 (Optional)	\$1800 (Optional)	\$1800 (Optional)
Premium Recruitment Boards - Seek, Gumtree and Scout	\$350 (Optional)	\$350 (Optional)	\$350 (Optional)
Pre-Employment Reference Checks x 2	\$250 (optional)	\$250 (Optional)	\$250 (Optional)
DIY Interview Question Template (PeopleEconomics™ Behavioural Based)	\$120 (Optional)	\$120 (Optional)	\$120 (Optional)
DIY Pre-Employment reference checks template	\$80 (Optional)	\$80 (Optional)	\$80 (Optional)
Consulting recruiter to conduct interviews	\$110 per hour (Optional)	\$110 per hour (Optional)	\$110 per hour (Optional)
Psychometric Testing (recommended)	\$250 (Optional)	\$250 (Optional)	\$250 (Optional)
Police Check	TP^A	TBA	TBA
Medical Check	TE	TB,	TBA
Extended fees for roles under \$180,000 base	N/a	N/a	\$2000 Loadir
Extended fees for roles over \$180,000 base	N/a	N/a	10% of total remunerati
Head Hunting - Specialised search	POA	POA	POA

Special Offer



# 04 | Payroll

## Why outsource to Wall Street?

Outsourcing your payroll function to Wall Street can enable you to free up resources and energy to focus on your core competencies, reduce your administrative costs and ensure you are always compliant with statutory obligations.

### Payroll Help Desk

Answer all payroll related employee concerns: Our team is equipped to handle all of your staff payroll queries.

Depending on the types of concerns there is an escalation procedure to ensure all issues are addressed correctly and in a timely manner.

Log all inquiries: All enquiries are logged and recorded in our system enabling us to track all payroll issues and provide documentation.

### Staff Administration

**Web-Based:** Our web-based system is accessible from any location.

**Timesheets:** Online timesheets can work with a hierarchy system that enable tiered approval.

**Rostering:** Great for hospitality & construction; Our system can administer all rostering while automating the timesheeting process.

**Reporting:** At the touch of a button you can access all staff information; when they have worked, their outstanding entitlements, etc.

## Pricing

Pricing begins at \$25 per person per month, with additional services such as end of year reporting available as an additional service.

### Statutory Obligations

We take care of all your payroll compliance issues: We pay your PAYG, Superannuation, Fringe Benefits Tax, Salary Sacrificing, Work Cover and Payroll Tax on your behalf.

**Paperwork:** We complete all your Summary Statements at the end of the financial year and liaise with the ATO when required.

**Reporting:** We offer customised reporting according to your business needs. E.g. cost centre reporting.

### Payroll Processing

**Flexible frequency:** Performed as frequently as weekly, or as requested.

**Controlled approvals:** Ability for you to have total control of payroll fund approvals at point of processing.

**Reporting:** Fully customised reporting on a weekly, monthly, quarterly and yearly basis.



### Industries We Service

Industry	Since Year
Health	2000
Retail	2000
Telecommunications	2002
Hospitality	2003
Building & Construction	2008
Accounting & Finance	2008
Nursing & Aged Care	2009
Real Estate & Property	2010
Advertising	2010
Childcare	2010

**“Let Wall Street take the payroll headache away from your business, so you can spend the time on what you do best, running and growing your business.”**

"Culture is  
everything"



# 05 | PeopleEconomics®

## Reframing performance from productivity to potential

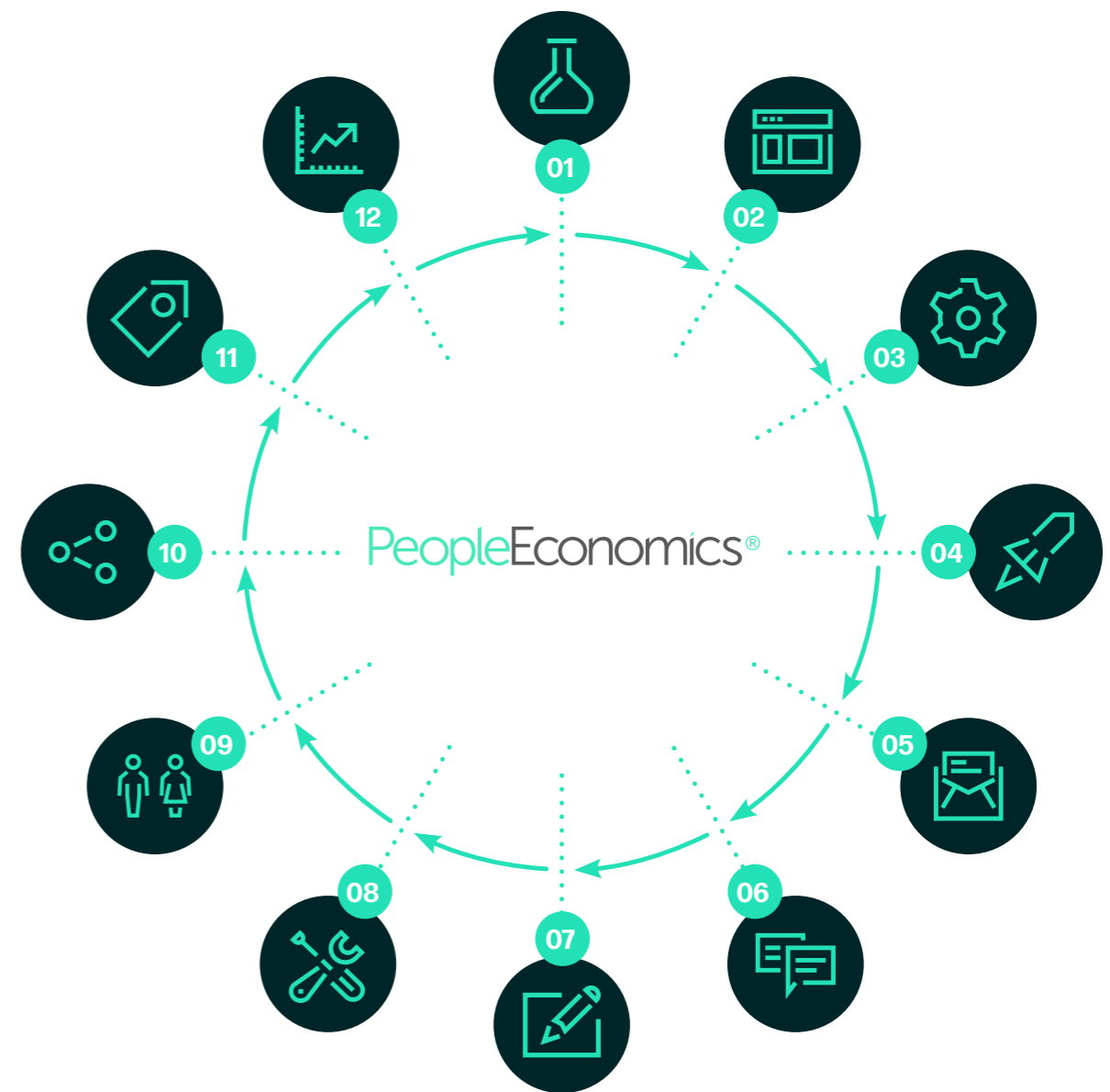
PeopleEconomics® is a 12 point framework designed by Wall Street that captures the effects of psychological, cognitive, emotional, cultural, and workplace factors that impact the mindset & decisions of individuals and business leaders; and ultimately the performance of the business.

### Unlock the true potential of your people

People are the most valuable asset your business has. Our 12-point PeopleEconomics® framework is designed to enable them to perform to their absolute highest potential.

Working with you and your team, Wall Street will uncover the psychological, cognitive, emotional, and cultural factors that impact not just your workplace, but also the mindset and decisions of your leaders and their people.

This handy infographic will help you step through the 12-point framework, and give you a clear understanding of the power of PeopleEconomics®.



#### 01 - Understand Why

In a purpose driven economy your people need to know why you do what you do. They also need to know why they come to work each day.

#### 02 - Own the Business Values and Goals

Aligning your team with your values and goals begins with the leaders. The right communication, at the right time is key. Hold them accountable.

#### 03 - Know Your People

Beyond the social interactions, know their skills, passions, drivers and most of all their potential. Know your gaps.

#### 04 - Make It Ok To Make a Mistake

Successful businesses allow ideas to flourish, to trial initiatives, and to support the entrepreneurs who drive growth through fresh thinking.

#### 05 - Redefine Productivity

Productivity should not be about taking less time to do the usual tasks, but to find new ways of doing things that solve the bigger problems. Learn to make more time.

#### 06 - Reward the Right Behaviour

Set behavioural expectations clearly, and reward them. Set the example and cull the behaviour that limits your growth, no exceptions.

#### 07 - Awaken the Potential

Understand what drives your people. Set goals and raise the bar. Inspire. Anything is possible.

#### 08 - Anticipate Change

The right communication is essential. How are your people going to react to change? How do we ensure they feel ownership?

#### 09 - Make It Ok To Be Authentic

Create an environment for individuality and acceptance, and your people will bring their best game.

#### 10 - Everybody Is An Ambassador

Your people are the best voice for your business. When they are saying 'we' instead of 'them' they become your passionate advocates.

#### 11 - Make Doing Business Simple

Bringing behavioural economics and efficient systems into the workplace helps your people remain in touch, add more value, and love what they do.

#### 12 - Measure Successes and Constantly Evolve

A mindset of constant improvement and keeping a finger on the pulse of results will engage your people more and help drive results.

# 06 | Training

## Why Wall Street?

We design and implement a training program using Neuro Linguistic Programming (NLP) as the back bone. From on-the-job to class room training, we can tailor a program for your specific needs. From industry specific training to general behavioural seminars, our specialist trainers guarantee a successful outcome.

### Technical and Product

Product or system specific training. We can help you rollout new software applications, hardware or tools.

### E-Learning

Depending on the subject matter, we can customise an e-learning solution or a blended solution.

### Behavioural

We can help develop your staff by improving their behaviour skills. Based upon the fundamental principle that success is the best teacher, our behavioural development programs concentrate on motivating the participants to succeed by developing a positive attitude. Since this is achieved through an internal change in the person it is therefore, of a permanent nature rather than through fear or incentive which are temporary, external and work in short term only.

### Leadership

We can customise our previously developed courses to suit your business and environment. Our Leadership Training courses are designed to improve existing managers, prepare employees for future management roles or induct newly promoted managers.

We often underestimate the skills that are required to be a good manager and traditionally promote staff into leadership positions without the necessary training.

Wall Street has helped many people with this transition into management by providing the necessary tools and preparation.

### Sales & Customer Service

From basic to advanced selling skills we can take your average performers and turn them into sales stars.

We can provide specific sales training based on your product or service. We also extend to courses on "How to retain customers." Our Customer Service courses range from phone handling to complaint handling.

### Communication

One of the most important and critical factors for success is communication. Proper communication can really enhance one's performance in today's competitive world. The objectives of our range of communication programs are to improve one's ability to communicate the right message in the right manner in every situation.

Our range of communication programs includes programs that address behavioural aspects as well as language aspects of communication and non-verbal aspects like body language.

### Testing & Post Evaluations

All of our training is tested and subject matter absorption rates are reported on with minimum rates agreed to prior to the training.

We also conduct post training evaluations on the job to determine the longer term retention rate of the information taught.

**Talk to one of our HR Consultants to design a training program that's right for you.**



### Industries We Service

Industry	Since Year
Health	2000
Retail	2000
Telecommunications	2002
Hospitality	2003
Building & Construction	2008
Accounting & Finance	2008
Nursing & Aged Care	2009
Real Estate & Property	2010
Advertising	2010
Childcare	2010

**“Neuro Linguistic Programming (NLP) is perhaps the quickest, most effective way to create lasting change often in a single session.”**

# 06 | Training

## Learning designed to develop your leaders and drive culture

**We have a number of training programs and workshops available to help develop your emerging leaders We also provide customised solutions based on your brief.**

### **Impact Players - Workshop Series**

Why do some people operate at their full potential while others under-utilize their abilities? This training explains why and how the most impactful players see and do things differently from typical contributors.

These development workshops will go through the 5 mindsets and practices that set Impact Players apart from others, and how you can cultivate them in yourself and your team. These insights are useful for contributors who wish to make a greater impact and leaders who wish to multiply their teams' results.

This workshop is based on the findings in the book 'Impact Players' by researcher and author Liz Wiseman

### **Multipliers - Workshop Series**

What are the five disciplines that make an employee have a positive impact on others and effect an organisation to drive for innovation and change? Harness all the energy and intelligence in your team.

These development workshops will explore the 5 disciplines that set Multipliers apart from others, and how you can cultivate them in yourself and your team. These insights are useful for those in your team who wish to make a greater impact and leaders who wish to embed these skills and practices into their workday,

This workshop is based on the findings in the book 'Multipliers' by researcher and author Liz Wiseman

### **Values Session**

Hold a Value Session with Senior Management to come up with the internal values that we will recruit, appraise, promote and performance manage against. This is a facilitated workshop and team discussion.

- Must Have's - minimum base values
- Good to Great - values we expect to be displayed by our higher achievers
- Leadership Values - values that we expect to be displayed by our Leaders.
- Develop and document a company and/or group mood board that depicts the company culture incorporating visuals, terms and language.

### **PeopleEconomics® - Unleashing Human Potential**

Uncover the psychological, cognitive, emotional, and cultural factors that impact not just your workplace, but also the mindset and decisions of your leaders and their people.

PeopleEconomics® is a 12 point framework designed by Wall Street that captures the effects of psychological, cognitive, emotional, cultural, and workplace factors that impact the mindset & decisions of individuals and business leaders; and ultimately the performance of the business.

Introduction to PeopleEconomics® is a 2 hour keynote style presentation. Suitable for leaders.

### **Productivity Redefined**

How do we get more out of our available time without being busy with being busy? This powerful time management and productivity workshop is designed to move our thinking from getting things done to strategic outcomes.

Think differently about 'To Do' lists and setting goals. Learn how to prioritise your day and move the business forward as a team.

This training session is available as a single 90 minute presentation (no tailored content). Suitable for all employees.

### **Customised Training**

Talk to us about your training objectives and we'll provide solutions designed to deliver on outcomes and to meet your budget requirements.

### **Contact our team to discuss your training and business needs**

\*Training subject to availability. All programs are designed for up to 50 employees delivered on site or via Zoom. All prices exclude GST to be added on billing. Custom training is available Price On Application (POA). Other programs are available on request and format can be tailored to your business needs. Additional costs apply for travel and additional attendees, or as agreed.





“I believe every person is  
capable of greatness.”

Leah Akoka  
Founder, Wall Street



WALL STREET  
HR SYSTEMS & SERVICES

Melbourne  
Level 13, 10 Queens Road,  
Melbourne, VIC 3004

P 03 8594 1490  
info@wallst.com.au  
wallst.com.au