



As we emerge from the COVID pandemic, now is the time to focus on your organisation's people strategy. Making sure you have the right people with the right capabilities in the right positions so they can directly impact your strategy.

By strategically and culturally aligning your talent operations, our experts will help you prepare your organisation for the future of work, placing talent at the core, where technology, analytics, and deep industry knowledge are leveraged for breakthrough results.

Getting the best from your people at every level when constant change is the key to sustainable competitive advantage. Solid strategies, processes, and technology alone do not deliver results. It takes people to accept, adopt, drive, and sustain the change to realise the impact. Success today hinges on strategic agility and the ability to execute with purpose.



**Luminary (n):** A person who has attained *eminence* in his or her field or is an *inspiration* to others. An *expert* in their field.



### WHAT DO WE DO?

We are a team of experienced practitioners who provide strategic and operational support or alternatives to your existing HR capabilities. We provide on-demand, independent, and practical HR expertise to help you manage your human capital needs.

Our HR Advisory group is proactive, guiding organisations with tools and best practices for future workforce needs and reactive, for times where specialist support is required to manage change or risks within an organisation.

- Recruitment and retention reviews
- Culture and leadership benchmarking
- Organisational health checks
- On-demand HR support
- Development of policies and procedures
- Learning and development programs

## TRANSFORM YOUR HUMAN CAPITAL: ALIGNING YOUR TALENT WITH STRATEGY TO ACHIEVE RESULTS

Prepare your people for the workforce challenges of tomorrow today. We can assist you with the following advisory services:





## WE ASSIST YOU ACHIEVE SUSTAINABLE RESULTS

Accessing Luminary's on-demand HR advisory support will provide you with the agility to move quickly so you can respond to potential issues as well as plan for future opportunities and needs of your organisation, people, and stakeholders.

Our human capital advisory team provides organisations today with high-level expertise and access to skills and experience which would not ordinarily be economical. Our support also assists you in managing the increased risk around the vital people matters in your organisation. Our HR specialists are part of a broader team of experts who can support you with a range of people and business requirements, including interim executives, workplace law, outsourced CFO, remuneration, and employment taxes.

### CASE STUDY RECRUITMENT AND RETENTION ANALYSIS



**Queensland  
Government**

**The brief:** Partner with the CHRO, HR team, and Regional Directors to review hard-to-fill service delivery roles in regional and metro locations. To provide a comprehensive report with findings and recommendations for suitable alternative workforce model/s.

**The solution:** Delivered over six weeks, we visited eight regional locations, working with Directors and service delivery teams to understand critical elements of the role, barriers to recruitment, and issues impacting staff retention. Cross-referenced with departmental data and the legislation, we provided recommendations on a new service delivery model.

**The outcome:** The department conducted the additional analysis with Luminary and a global consulting firm to implement a new centralised service delivery model.



### CASE STUDY FUTURE CAPABILITY REVIEW AND PROGRAM



**Endeavour Foundation**

**The brief:** To prepare the leaders of Endeavour Foundation Sales, Marketing, and Lotteries division for new and emerging market opportunities; review current capabilities, skills, experiences, and alternative delivery options.

**The solution:** Analysis of the current status, delivery of workforce, and individual coaching and mentoring. We created a bespoke learning and development program and assisted with the development of a career mobility program.

**The outcome:** To better refine Sales and Marketing skills and capabilities to better leverage and engage their workforce, improving connection to cause and optimise future impact.

## LUMINARY'S SERVICE CHARTER



Our HR advice and support achieves results.

We provide high quality reporting to validate decisions.



We build and grow capability.

The quality of our work is guaranteed.



## LET'S TALK!



For more information contact our team of experts:

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