



TONY VINCKX HR CONSULTING SERVICES

*Delivering HR Strategically
Aligned Solutions For Rural
and Regional Australian
Businesses*

BROCHURE



About Tony Vinckx



Tony Vinckx is a provider of commercially focused HR, employment law, consultancy, learning & development and eLearning services to a broad range of SME businesses across rural and regional Australia. Tony partners closely with clients to provide a service tailored to their needs covering a wide spectrum of HR disciplines across the employee life cycle such as developing HR processes, employee relations as well as strategically aligned interventions and specialises in HR outsource support services.

Being a HR consultant, Tony can design creative and bespoke HR solutions. Tony has a depth of skills and experience to identify business-focused remedies to the most complex of situations including investigating challenging people. Tony Vinckx believes in managing these situations head-on, ensuring the organisation can move forward with the minimum of disruption.

Tony has a passion for HR and a real pride in ensuring your business success. Tony takes time to listen and to understand his clients, taking responsibility for the delivery of high-quality HR solutions that provide an enduring business advantage.

Tony Is a Talent Expert Across Various HR Disciplines

Are you a small business owner struggling with your critical HR processes? Looking to temporary outsource HR? Is your HR team overburdened by numerous HR projects? Is your business struggling to keep up with ever-changing laws and regulations? Does your business want to make changes in infrastructure and business practices? Do you lack inhouse expertise?

Tony Vinckx is a trusted HR consultant renowned for driving and executing winning HR strategies to support your business goals.

HR Services Tony Offers ...

- HR architecture and best practices in HR operations
- Total employee relations advisory services
- Effective performance management system
- Agile culture development
- Human skill and leadership development programs
- HR technology implementation
- HR risk management
- HR transformation and change management projects
- Compliance management, HR audits and HR policies & documentation
- Employee engagement strategies
- HR management outsourcing
- Talent acquisition and pipeline building
- Organisational development and readiness strategies
- Employee onboarding solutions

Need someone to manage your employees?

Tony specialises in providing HR management outsourcing services to support business leaders where HR staff are taking maternity leave, where you are needing someone to act as a temporary HR manager to support your employees and managers or where you are needing someone to manage and mature your HR functions.

Is your HR framework legally compliant?

Tony can develop a compliant focused HR policy framework for your business aligned to employment laws, legislations and industrial relations instruments including sourcing and implementing a compliance management system.

Needing complex ER matters resolved?

Tony can help you navigate complex employee relations issues, conduct a range of workplace investigations such as code of conduct breach, coach leaders in performance management practices and implement agile performance management frameworks with focus on clear goal setting.

Take the 'headache' out of recruiting people!

Tony can drive all your talent acquisition and recruitment activities, implement strategies to source and identify potential candidates, develop effective onboarding solutions such as an employee journey roadmap to support probation, enhance your candidates experience including developing an agile recruitment framework and EVP.

Need critical training programs for your people?

Tony offers a variety of training and development programs to help build the capabilities of your staff, develop your entire learning framework, develop eLearning content or facilitate a range of workplace training programs. Tony also specialises in leadership development and upskilling your people managers.



Want to Learn More ...

Call Tony Vinckx on 0490339173

Tony's approach to HR consulting is underpinned by the following values and principles



Commitment to Strengthening Your Core Business



Cost Savings & Affordable Services



Meet Your Needs with Full Range of HR Services



HR Risk Expert



Personalised HR Services & Unbiased Advice



Value for Money & Affordable Solutions



High Level of Expertise



Proactive Communication

As a commercially focused HR consultant, Tony Vinckx offers a range of HR services that will improve your productivity, efficiency and engagement. Tony is focused on your needs and delivers services to the standard and quality expected from a professional and well-experienced HR practitioner.

The 'Difficult To Do'

Tony can take on your 'difficult to do' workplace issues, which effects organisational performance, efficiency and engagement. This includes:

- Management of underperforming staff,
- Complex employee relations casework including performance, conduct and capability cases,
- Senior management and organisational re-structure,
- Performance management solutions,
- Employee performance.

HR Strategic Projects

Tony can deploy change management methodologies to implement various HR strategic projects including organisational development solutions. Tony provides expertise in:

- Management and implementation of organisational change,
- Workforce planning,
- Workforce development,
- Capability & capacity of HR services,
- HR strategy development,
- OD strategy development.

***Tony delivers
quality tailored HR
solutions to drive
your success.***



About The Consulting Process

Tony will take an in-depth brief from you, either via an onsite meeting or virtually to understand the challenges you are facing in HR or projects you are wanting to strategically execute. Tony then develops a plan of action and presents an HR consulting proposal to you for consideration. Once underway, Tony works with you on a weekly basis until the HR plan or project is completed.

Tony will execute the work and communicate regularly with you to ensure all set out services and requirements are achieved. Together, we later review the process/project and Tony will gain feedback from you to ensure delivery and satisfaction.

Tony is your in-house expert to assist your business through a HR challenge or to work with you to develop your people and/or organisational capabilities. Tony will work with you to understand what you are setting out to complete or achieve.

Invoice is only requested once the work is completed, better yet, you only pay for what you have been quoted on and agreed to upfront.



Let's Collaborate ...

Please reach out to Tony Vinckx for a personalised quote and to get started on your HR consulting needs and project development journey.



TONY VINCKX HR CONSULTING SERVICES

Mobile: 0490339173

Email: tonyvinckx@gmail.com

Web: <https://www.tonyvinckx.com>

*Tony Vinckx Is Passionate About HR and
Ensuring Your Business Success!*

Tony Vinckx is an experienced HR professional with 20 years experience who founded his consultancy business to ensure rural & regional businesses across Australia had cost effective access to a high-level HR consultant. Tony aims to keep the “human” touch alive in human resources. As a dedicated HR lead, Tony is always available, extremely knowledgeable and carries a “can do” attitude while committed to delivering best in practice and value to clients.