

## EXECUTIVE SUMMARY



To confront the challenges of the changing marketplace in Australia, Self Management Group Australia has developed a comprehensive range of services to significantly add value in the Government and Private Sector marketplaces. These services are continually evolving and improving to ensure we remain a market leader.

Information, not always available from internal sources, is essential for the effective management of all organisations in the current business environment. The ability to acquire, manipulate, process and present information is of paramount importance for organisations who want to make informed decisions on their business operations.

These decisions embrace organisational change, the personnel required to implement and maintain these changes as well as staying abreast of the constantly changing customer environment. Self Management Group Australia's aim has always been to understand the essential linkages between all of the forces acting on large and small organisations.



This understanding, coupled with the wide ranging experience which exists within our team, allows us to provide services which embrace the entire business process from initial recruitment through to organisational change. Our experience in selection, coaching, career management and use of predictive profiling tools has allowed many organisations to build strong teams by assisting business managers to successfully blend the

various talents which exist today.

Behavioural Profiling of individuals provides an understanding of their strengths and how they will fit the various opportunities within the business enterprise. Whether the opportunities are in management, service, information technology or customer support, we have the right profile to help match the individual to the opportunity, provide the individual with a career development strategy and help management understand the return on investment in the person.

The Self Management Group (SMG) consists of several companies engaged as management consultants with a focus on helping organisations select and develop people who will survive and perform effectively in a variety of business (and other) environments. We have been assisting organisations for over two decades in the areas of selection and retention systems and we have been working with major clients throughout North America and increasingly in Europe and the Far East. More recently, these services have been available in Australia.

A major factor in the success of the Self Management Group has been its development and ongoing research into the factors that make people successful and the measurement of these factors using a variety of proprietary normative profiles.

In addition to profiling, the Self Management Group consults on other strategic human capital issues such as recruiting, screening, selection and career development, behavioural based interviewing and career self management.

Some of the services available are:



The **ITPRO™** identifies personal strengths, attitudes and aptitudes that will help individuals in Information Technology cultures.



The **PROFESSIONALPRO™** is the profile for professional positions whether they consult with individuals or provide enterprise solutions.

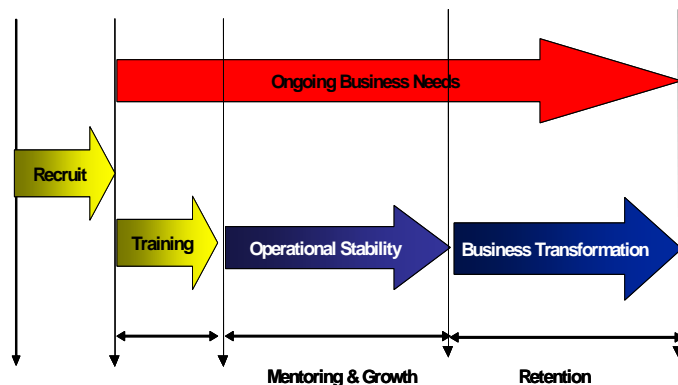


The **MANAGEMENTPRO™** is a state of the art profiling tool that assesses the factors that allow managers to manage people and performance together effectively



The **SERVICEPRO™** is a state-of-the-art psychometric tool that has been shown to be highly effective in identifying and selecting individuals to fit a wide variety of service cultures including call centres.

Our mix of diversity and stability ensures our ongoing development so that we are able to continue working closely with our customers. Our aim, through our local team, will be to work with your staff to ensure that we understand your business drivers and your staff's needs.

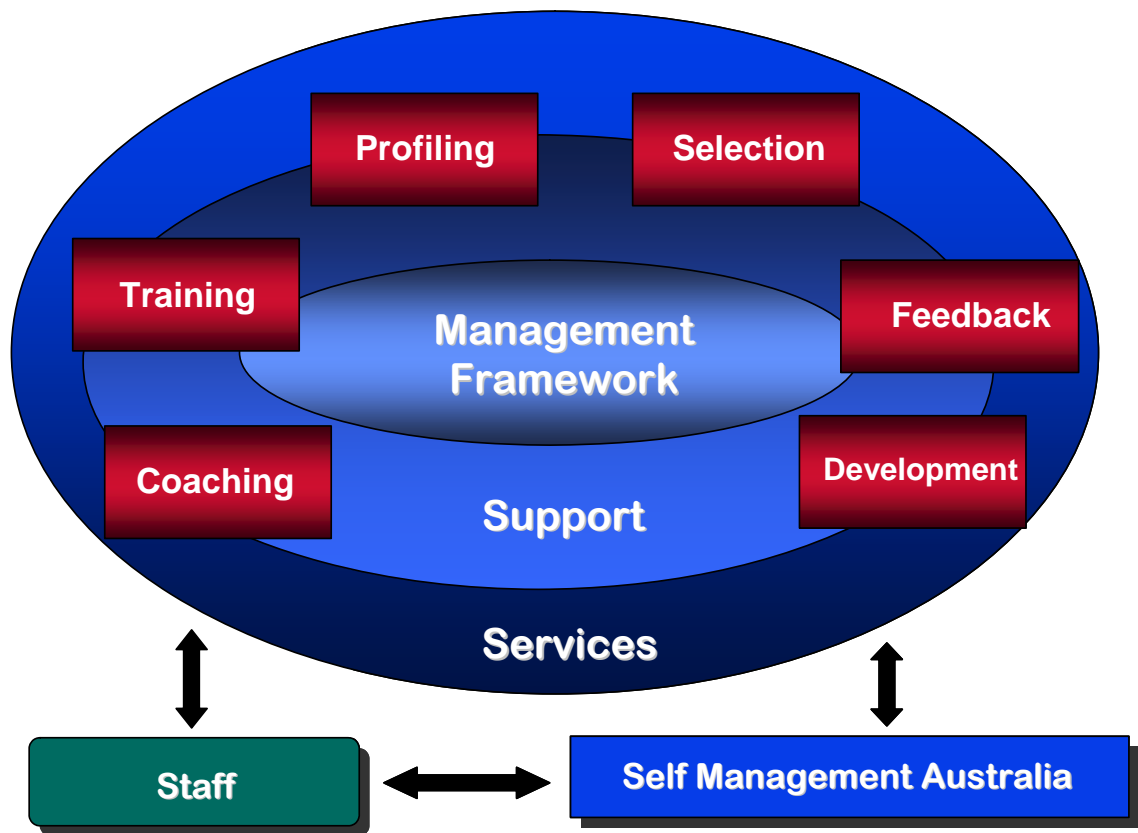


This understanding will translate into the joint development of business methodologies which will improve our ability to support your desired outcomes.

In essence, this will be achieved by:

- building a close working relationship with our team in Australia;
- providing your management team with practical feedback for your valued team members; and
- the provision of an integrated set of business tools which enhance current management capabilities.

The framework illustrated below embodies the combined skills and delivery capabilities of Self Management Australia. When these are blended with the skills of your organisation, solutions emerge to meet the varied needs of your business model.



## CONCLUSION

The Self Management Australia Group provides a comprehensive solution for personnel selection, growth and retention at a price that is the competitive in the market place. The solution provides access to a framework which provides a career development strategy tailored to the individual.

Our strength is that we offer your organisation flexibility, scalability, security and superior value for money while providing a single point of management for many of your organisations diverse needs.

## Find Out About POP™ Today

POP™ and Self Management Group (Australia) many other profiling and training systems are available on-line. For further details call Wally Barnier 0412 625 393 or email [info@selfmanagementgroup.com](mailto:info@selfmanagementgroup.com)

The Self Management Group is a Worldwide organisation specialising in the screening, selection, development, and retention of top performers for roles in sales, service and management. Products and services include an extensive list of psychometric profiling tools, and training in sales and sales management.

**Self Management Group Australia** distributes The Self Management Group's psychometric profiles in Australia.