

Dear Readers

2008 is very much gathering momentum fast and the HR Recruitment market is now well underway with increased volumes of Permanent, Fixed Term and HR Contracting opportunities. The year ahead is full of opportunities for HR People on the move, not only will we see an abundance of locally based roles there is a greater demand particularly for Australian HR talent.

Since being acquired by Digby Morgan (the UK's largest specialist HR recruiter and part of Vedior), HR Partners has benefited from introductions to an increasingly diverse range of clients. From our Australian base we are seeing increasing opportunities in Asia Pac, Middle East and the US.

Rest assured HR Partners will remain a committed recruitment partner focused on your business needs in 2008 and facilitating with local and international HR connectivity.

To learn more about these current opportunities please visit our website www.hrpartners.com.au



Managing Director



Exit Interviews

The last thing you hear from an employee may just be the most important thing they ever did for your business! As HR practitioners, partnering with the business and the employees to reach common goals are you asking them why they are leaving.

Reducing staff turnover is a critical issue for many organisations, yet few are clear on exactly how to manage it effectively to increase retention. Exit interviews are arguably the most valid source of information for targeting an organisation's efforts yet a recent SHRM study found that of the 87% of organisations conducting exit interviews, less than 50% use the information. It is likely that less than 20% of organisations are extracting the real value from this process. There are four core aspects to gaining the greatest benefit from your exit interview process: asking the right questions, obtaining honest, complete answers, having ready access to user friendly, targeted reports, and achieving high response rates.

Lenore Lambert Director of Exit Info can help, in the mean time for more hints and tips and Lenore's contact details please visit.....

<http://www.hrpartners.com.au/files/ExitInfoHRPartners.pdf>

Thank you to all of our trusted contributors

If you would like to contribute to future issues or have any recruitment enquiries, please contact your state representative:

Sydney	David Owens	dowens@hrpartners.com.au
Melbourne	Sue Ritchie	sritchie@hrpartners.com.au
Brisbane	Tim Newham	tnewham@hrpartners.com.au

"The OE" (Overseas Experience)

HR Network Series

The Sydney HR Networking series was off to an informative and interesting start on the 13th of Feb when the group was joined by Ed Cooley, Head of MMC HR Operations and Transformation, Asia-Pacific. Ed Cooley's focus for the morning was sharing the implications for personal and professional development when making the choice to work abroad.

In the greater part Australian's choose to work overseas for perceived better employment opportunities and professional development and many do not return however, those who do return with deeper organisational and cultural awareness, broader functional knowledge and a new professional and commercial perspective. Ed was very generous in sharing his own personal stories and anecdotes of colleagues that have returned and those who have not returned from their "Overseas Experience".

Our sincere thanks to Ed Cooley, Head of MMC HR Operations and Transformation, Asia-Pacific. The companies of MMC are among the world's leading global advice and solutions providers in risk, strategy and human capital.

Are you part of your local HR Network Series?

Pencil into your diary

Sydney: Next event 9th April 2008 if you have not already subscribed please contact Jeanette White via jwhite@hrpartners.com.au

Melbourne: Next event 24th April 2008 if you have not already subscribed please contact Laura Allan via lallan@hrpartners.com.au

Brisbane: Next event 14th March 2008 if you have not already subscribed please contact Vera Dedijer via vdedijer@hrpartners.com.au

HR Partners - HR Connectivity

One of the themes in our business for 2008 is HR Connectivity. As HR consultants we connect HR people all of the time, keeping everyone informed on the happenings in the local and international market place is an important part of the process. Through our HR

Network Series, sponsorships of excellence in HR qualifications at leading institutions, sponsorship of Australian HR Leader, alliances with specialist providers in the HR market and regular contact with you over the last 10 years and moving forward throughout 2008 and beyond is essential to ensure connectivity.



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