

# ***OI Global Partners' Meeting Brussels April, 2015***

Our business today

# Profile of our business

Service	(%) of Revenue
Outplacement	56.5
Executive outplacement	10.0
Career management	10.0
Redeployment programs	10.0
Executive coaching & assessment	10.0
Change management	3.0
Financial planning (via 3 <sup>rd</sup> parties)	0.5
TOTAL	100%

# Profile of our business

## Headcount

- 4 BD's (inc myself)
- 3 Operations / Admin
- 1 Finance / Commercial
- Approx 40 consultants / coaches

## Turnover

- A\$ 1.8M FY 2014/15

## Coverage

- Australia and NZ

# How do we run the business ?

## Business model

- Experienced senior team with juniors as understudy
- Consultant delivery model
- Marketing outsourced
- Have explored using lower cost structures for low value tasks

## Systems

- CRM: Zoho (cloud based per user subscription)
- OI Solutions (candidate front end / candidate mgnt / client reporting)
- MYOB (Accounting)
- Office 365 / Sharepoint (cloud based operations support)

*“Helping organisations manage the human impact of change”*

# Our clients today

## Industry

- Automotive and components – GM Holden / Ford
- Steel manufacturing & fabrication – OneSteel, Valmont, MRC, CMC
- Beverages – Coca-Cola Amatil
- Packaging - VIP Packaging, Owens Illinois
- Manufacturing sector – Viridian, Fletcher Building, Alcoa, Boral
- Energy - HRL
- Infrastructure construction – John Holland Group
- Universities - UNSW
- Government – NSW and Vic

# Australasian market review

## Market situation:

- The economic cycle continues to strongly favour Outplacement
- Manufacturing sector struggling due to cost pressures
- Consumer and business confidence low

## Products:

- Development of 'Talent Mgmt' services to manage economic cycle
  - Coaching and assessment with measurable outcomes
  - Integrated career development programs

## Clients needs:

- Strong focus by multinationals on RFT's
- Client reporting is becoming a strong focus

## Challenges / Opportunities:

- Development of new services in Talent Mgmt
- Leveraging OIGP relationship

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