

## WORKFORCE STRATEGY PROGRAM

### Addressing the workplace needs of organisations – planning for a productive and sustainable future.

Many organisations will see the transition of a significant proportion of mature workers to retirement over the next 5 to 10 years as our “Baby Boomer” cohort move into the next stage of their life. This will mean the loss of critical organisational, technical and leadership skills.

The Workforce Strategy service is focused on the following outcomes:

- A strategic self assessment based on a gap analysis and improvement plan across key workforce strategies.
- A strategic analysis of current workforce planning.
- A review of supporting policies, procedures and protocols.
- An analysis of the workforce impact on services.
- A review of flexible working arrangements.

- A ‘conversation’ to gain insights into attitudes and expectations around work transition to retirement.

This Program is also designed to support both organisations and employees to design strategies to better support the changing needs of its mature age employees and plan flexibility for future workforce needs.

Contact CT Management Group on 1300 500 932 to discuss how we can assist you with your workforce strategy needs.

### OUR SERVICES

- Improve the workforce planning capacity of the organisation.
- Facilitation of discussion that drives the reduction of costs and risk with respect to the workforce.
- Identification of skills gap, strategy and improvement plan to close the gap.
- Facilitation of a review of the mature age workforce from a risk, cost and knowledge retention perspective.
- Identification of pathways for improved succession planning and productivity through revised industrial instruments.
- Facilitation of active planning for transition to retirement for Mature Age Workforce.



### OUTCOMES & SOLUTIONS

- Workforce Planning Strategy – Now and Future.
- Financial Management.
- Investment in learning and development.
- Productivity Improvement.
- Improved Risk Management.
- Enhanced Employee Benefits.
- Great Culture.

CT Management Group specialises in providing independent financial advisory and leadership services to organisations.

## CT MANAGEMENT GROUP SERVICES

### Contract and Project Management

- Contract Specifications.
- Contract Management.
- Procurement Policies and Audits.

### Financial Services

- Strategic Resource Plan.
- Rating Strategies.
- Financial Sustainability Reviews.
- Long Term Financial Plans.

### Service Planning

- Service Plans.
- Service Reviews.
- Community Consultation.

### Asset Management

- STEP/NAMAF Program.
- Condition Assessments.
- Renewal Modelling.
- Asset Management Policy, Strategy and Plans.
- Benchmarking.
- GIS Audit & Data Consolidation.
- Waste Management.

### Organisation Development

- Organisation Performance Reviews.
- Council Plans.
- Business Plans.
- Investigations.
- Executive Coaching.
- Workforce & Succession Planning.
- Procurement.

### Professional Placements

- Senior Executive Recruitment.
- Professional Placements.
- CEO and Director Performance Plans and Appraisals.

## CT MANAGEMENT GROUP PRODUCTS

### Long Term Financial Plan

Designed to improve financial planning methodologies and highlight the importance of key strategies, our Long Term Financial Plan (LTFP) supports Council's financial sustainability.

### Service Cost Evaluation Model (SCEM)

SCEM enables Council to identify its range of services, review costs, service priorities and then define affordable levels of service. In combination with Council's LTFP, the financial sustainability can be assessed.

### Strategic Resource Plan (SRP)

A key medium term financial plan summarising resource forecasts over at least a four year term and forming part of the Council Plan (Vic only).

### Capital Works Evaluator

Designed to evaluate competing eligible capital works projects, the Capital Works Evaluator (CWE) assists Council in managing and prioritising its capital works program. In combination with the LTFP, Council's capital program, including whole of life cost, is indexed. Indexation rates are user defined.

### Financial Ratios Benchmarking

The financial ratio package provides benchmarks of Council's financial performance across a wide range of financial ratios.

### CT Connect

CT Connect is a flexible cloud based platform and has the following features:

- A cloud based service hosted by a reputable and reliable vendor.
- Software vendor independent.
- CT Connect can provide GIS, asset and condition data in various formats to suit the most popular vendor financial and asset management systems.
- Secure access by a Council via 'web' interface to access various data/services.
- Provides Councils with a menu of services/tools that can be purchased as and if required.
- Access to a library/knowledge base, benchmarking data etc.
- Promotes shared services for Councils.

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