

Innovative professional services and IT solutions to help you achieve your HR strategy.

Human Capital Solutions (HCS) assists organisations to achieve HR and Learning Strategies through a mixture of professional services, content provision and IT solutions. We have a proven track record of providing quality services to the Learning and Development community.

With a blend of professional services and IT solutions we help people and technology to work together smoothly and efficiently, bringing out the best in each other. That way, you can achieve the highest possible return on your investment in both.

Why HCS?

With a wealth of experience spanning small businesses to Top 100 companies, HCS has a deep understanding of how organisations work and how their people learn. Our results-driven methodology ensures that projects are consistently completed successfully.

We also care about our customers and enjoy forming long lasting relationships with them.

We're flexible, approachable and passionate about what we do, and we pride ourselves on old fashioned customer service. Our customers trust us to provide realistic advice and solutions that work. They know that we're 'brand agnostic', so they get the right solution every time.

Flexibility

HCS has the skills and experience to manage a project from beginning to end. Alternatively we have the flexibility to provide specific support and expertise at any stage to augment your internal skill sets.

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How we can help

Whether you are starting out with a new application, such as a learning management system, or expanding or re-scoping an existing application, HCS can help you make the most of your investment.

Drawing on our expertise in Learning and Development, Human Resources and Information Technology we can provide realistic and objective advice as we tailor solutions and services specifically to your needs.

Typical HCS solutions

“I have an L&D strategy documented but I have no idea what to do next.”

Our consultants will review your strategy and provide detailed feedback including clear directions on how best to move forward.

By running workshops with relevant stakeholders we can clarify the challenges, develop an effective strategy and recommend systems, business processes and procedures to ensure that the strategy is both successful and sustainable.

“I have approval to implement a new HR system but within a very tight timeframe. How do I maximise time and resources to hit the date?”

Our professional services consultants can either manage the entire project for you or provide expertise where it's needed.

Our proven methodology includes workshops, configuration activities, process maps and documentation. If necessary, we can provide multiple teams to work with you across specifications, change management and technical streams to ensure your system is implemented on time and on budget.

“How do I ensure that my Functional and Technical Specification documents cover everything necessary for developers and the business?”

HCS can help you reduce risk by ensuring that your specifications are comprehensive and accurate. From an initial process mapping exercise, the functional specification will dictate, at a very granular level, exactly how your system will operate and look.

“Our company uses convoluted processes to manage learning and delivery. I'd like these streamlined — what should I do?”

HCS can review existing processes and then recommend operationally-sound options for consolidation and increased efficiency.

“I'm worried about losing in-house knowledge if any of my HR team should leave.”

Many organisations overlook the risks associated with losing in-house knowledge. HCS can help protect your business by documenting processes and procedures to ensure business continuity. We can also manage and update these documents to protect these valuable assets.

“I am about to implement a new Learning Management System, but don't know how to create correct communications or train the user base.”

The success of your implementation depends on user acceptance and uptake. By creating a sound change management strategy, HCS ensures that all stakeholders are well informed and trained in the new system.

We can help with communications plans, training and communications collateral. This can include training manuals, tip sheets, online courses and intranet or internet content. If you don't have the time or resources, we can even facilitate the training.

“I am rolling out a new system to thousands of users across Australia. The thought of it gives me a headache! I am not sure how to proceed.”

HCS has a wealth of experience in deploying systems to large organisations – we know the traps and pitfalls and can help you to avoid them. This, along with careful logistical planning, will ensure that both pilot and full deployment proceed without a hitch.

More ways we can help - Packaged Services

Our packaged services were formed based on customer need and our ability to deliver well-defined and repeatable services. These services cover education for administrators and end users, upgrade impact analysis, documentation services and reports and notifications reviews. For more information on our packaged services, visit www.hcsgroup.com.au