



# Organisations prosper when people prosper

**At Oasis People and Culture,  
we know what organisations are  
capable of when their people are  
engaged and connected.**

We also know that not every organisation has the skills,  
resources and tools to make that happen.

That's where we can help...



[oasispc.com.au](http://oasispc.com.au)

## OASIS...A REFRESHING APPROACH

### Human interaction is a core business Process.

It is a fundamental building block for success in any endeavor. At Oasis, we apply this refreshingly simple approach to everything we do.

### ORGANISATIONS ARE FUNDAMENTALLY RELATIONAL

The quality of those relationships and conversations significantly influence the success or failure of your organisation. All the work we do to develop your people and culture is underpinned by developing an effective approach and shared understanding of how we relate, how we conduct conversations and how we make commitments. This approach, supported by a rigorous body of knowledge with tried and tested results, will help set the scene to drive our organisational development journey with you and help you achieve great business success.

These are some the outcomes we have seen:

- Improved productivity
- Reduced turnover
- Engaging organisational culture
- Increased individual commitment and higher value contribution
- Reduced workplace conflict
- Improved synergy and teamwork
- Reduced waste and increased organisational efficiency
- Fast and effective decision making

Oasis works to  
develop your  
people and culture  
to create a  
collective  
understanding  
for business  
success

## WHAT DO YOU NEED?

### LEADERSHIP

Do you have people who don't take responsibility for the needs of the organisation, themselves, their work or the work of others?

### SKILLS AND CAPABILITY

Do people in your organisation lack the skills needed to productively perform their roles and lack skills to interact effectively with others?

### ENGAGEMENT

Do you struggle to get commitment and potential out of people?

### SYSTEMS

Does your organisation lack disciplines and consistent practices in managing people processes such as performance management?

### FOCUS

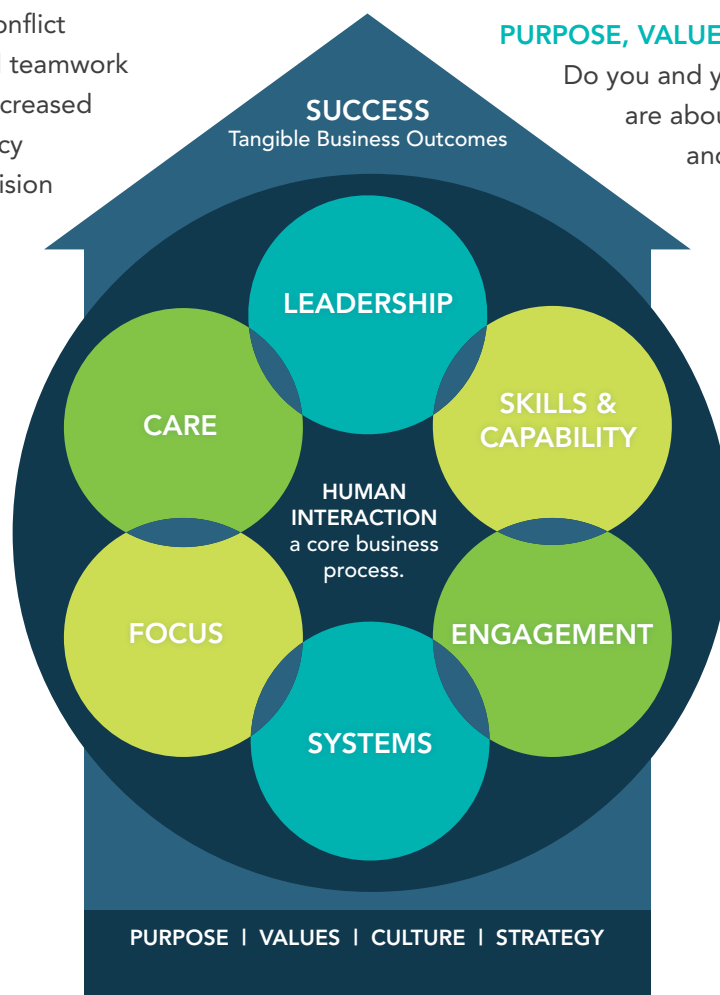
Do you feel overwhelmed by the day to day demands of your business? Have you and your people drifted from having a clear sense of direction or lack productivity and focus to drive results in the right areas?

### CARE

What are you doing to look after the total wellbeing of your people? Do you offer an Employee Assistance Program (EAP)?

### PURPOSE, VALUES AND STRATEGY

Do you and your team know what you are about, where you are going, and how to get there?



## HOW CAN WE WORK WITH YOU?



**"In a challenging business environment, Oasis has helped us immeasurably to strategise and meet our objectives."**

MICHAEL ARNOLD GM,  
SCOTFORD AND FENNESSY EXECUTIVE SEARCH

**"Rather than teach techniques, Oasis unlocked our potential by enabling our people to use language and conversations to create the business we wanted"**

DOUG FITCH CEO, AGWORLD

### THE OASIS TEAM

Oasis People and Culture is a strong team of people development specialists with a depth and breadth of relevant skills, knowledge and experience. This means we will provide a great match between our people and your organisation's needs.

**Oasis has the experience and capability to deliver exceptional impact with your people, your culture and your results.**

### AREAS OF SPECIALTY INCLUDE:

- Culture and Values (Formation/Assessment/Improvement)
- Formal Leadership (Frontline/New/Mid-Level/Senior)
- Executive and Leadership Coaching
- Employee Engagement
- Employee Assistance Programs
- Change Management
- Personal Leadership, Productivity and Goal Setting
- Personal Growth and Development
- Time Management
- Human Interaction, Communication and Relationships
- Business Improvement and Waste Reduction
- Strategic Planning
- Team Dynamics
- Coach Training
- Stress Management
- Conflict and Mediation
- Selection, Retrenchment/Outplacement
- HR People and Systems Development
- Performance Management Systems
- Interview and Selection Skills



OASIS OFFERS AN

# EMPLOYEE ASSISTANCE PROGRAM

Caring for the well-being of your people ensures they are engaged and productive and, it's just the right thing to do.

An Employee Assistance Program (EAP) is an intervention program that enables employees to confidential access qualified counsellors for to deal with stress, incident debriefing, mediation for work and personal needs.

Having an EAP service is seen as a best practice for Employer of Choice organisations.

Contact us to discuss how you can set this service up for your organisation.

## ASSURANCE

We will guarantee fulfilment of any value proposition we make or we'll keep working (at no extra cost to you) until we do. Now that's refreshing!

## WHAT NEXT

Imagine a simple one hour face to face conversation about your business that won't cost you a cent. It might be the springboard that launches a refreshing new idea or new direction for your people and culture. It might lead to your people and your organisation prospering!

During this conversation, we can work out if what we do will provide value to your organisation and whether we are a good match in working with one another. We only want to work with organisations committed to valuing their people. Contact us to arrange this conversation.



## CONTACT DETAILS

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