



## fact sheet

# People and Participation, Networking and Partnerships

As non-profit organisations grow, it is increasingly important to ensure that they are operating at their full and most efficient capacity.

Matrix consultants work closely with staff to build their knowledge and capacity. Our consultants transfer their skills to your staff so they are equipped to meet your organisation's goals. Matrix is also able to assist you to strengthen the networks and partnerships you have with stakeholders such as funders, partners, service users and other service providers.

Effective human resource management is critical to ensure the relationship between employees and the organisation remains productive. Effective relationships with stakeholders ensure your organisation is working to its capacity and is meeting the needs of your community.

### What's the advantage of using Matrix?

Matrix has supported non-profit organisations across Australia since 1997. Our team includes qualified and experienced consultants who work with your organisation to create tailored solutions based on needs.

Matrix consultants ensure that your organisation is working in line with the current industrial relations legislation and work as a catalyst for your organisation to change and strengthen its networks and relationships.

### What will your organisation achieve?

Matrix on Board delivers a range of human resource services to your organisation, including recruitment, performance review, salary review, group facilitation, mediation and consultation.

We will work with you to develop performance management systems, conduct 360 degree reviews and perform salary benchmarking. One-off assessments or reviews can also be performed to help organisations make decisions at a particular point-in-time.

### We will work with you to develop and improve:

- » Employee efficiency
- » Employee effectiveness (includes staff turnover, sick leave, public liability, insurance, risk management and recruitment costs)
- » Return on human capital
- » Your understanding of industry legislation and regulations
- » Managing for results
- » Mutual accountability and harmony in the workplace
- » Managing staff performance reviews
- » The current performance of your employees and volunteers

### How is this service delivered?

Matrix can provide professional support to your organisation on or off-site. We are able to provide support via the internet and phone to organisations located in a remote area. Matrix can also provide a full human resources service or support your existing in-house staff.

For more information or to talk to a Client Manager visit [www.mob.com.au](http://www.mob.com.au)

