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Strengthening recruitment throughout an organisation

The Challenge

With four distinct strategic business units (SBUs), leading specialty chemical supplier, A S Harrison & Co, found itself with an inconsistent recruitment process that was not streamlined across each SBU. While this business structure successfully serviced their clients (that include many top-100 Australian companies), it had led to recruitment practices that were not utilised to their maximum potential. A S Harrison & Co, over the past 4 years has seen significant growth which meant new hiring managers were needed and internal promotions saw a need to train and develop current managers.

A S Harrison & Co engaged 360HR as their exclusive partner to recruit a range of highly-knowledgeable specialists. With important plans for growth in the pipeline, A S Harrison & Co once again turned to 360HR to help them strengthen recruitment processes and develop a framework on 'best practice'.

FACTS

Products / Services:
Importation & distribution of specialty chemical additives

Website:
www.asharrison.com.au

"360HR were amazing. They were extremely professional with their tailored approach to the business needs and shed light on gaps in our current process. It's rare to have a CEO involved in a process like this, he was completely satisfied with the program and results."

Robert Feltrin – GM Org. Development, A S Harrison & Co



The Solution

360HR's Director, Di Pass, and Senior Associate, Richard Stubbs, worked closely with A S Harrison & Co to pinpoint their requirements and overarching goals. This process confirmed why A S Harrison & Co had become so successful over their 95-year history: in-depth knowledge underpinned how they built strong relationships with their highly-diverse range of customers and suppliers. This in-depth knowledge gave the particular SBUs a market-edge in industries as diverse as Personal Care, Food, Lubricant Additives, Mining and Fuel and Energy. Di and Richard honed in on this shared depth of knowledge that cut across all SBUs. A S Harrison & Co, a family run business meant Di and Richard focused on the values, mission and purpose that are shared by all A S Harrison & Co staff.

Armed with these insights, 360HR created a recruitment framework that would work for all SBUs. To ensure buy-in and firm-wide adoption, Di & Richard also tailored a training program for all senior staff involved in recruiting, interviewing and managing people at A S Harrison & Co. This training program, titled *The Science of Selection*, was delivered over two days, which focused on 'Your Thoughts Please' a mix of appreciative inquiry that saw staff working together to create a framework by providing their own opinions and thoughts.

The Results

A S Harrison & Co now has an efficient and consistent approach to recruitment that works for all four SBUs. They've improved their recruitment outcomes and streamlined their HR operations. Plus, A S Harrison & Co now has a consistent approach to induct new staff that brings to life the company's shared values, mission and purpose and has strengthened the workplace culture.

Contact a 360HR Associate to find out more:

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