

Don't stifle **Innovation** with heavy HR. **Be lean. And successful.**

When a business is on a growth trajectory, a slick team of ten can very quickly become a chaotic team of 50. This is when businesses make the mistake of employing an HR Manager.

Traditional HR practices focus on transactional services and policy development, rolling out approaches designed for large corporates not fast-growth businesses. This heavy approach to HR stifles innovation and slows the business down.

Guided by people and performance expert Dr Zivit Inbar, DifferenThinking's LEAN HR advisory is grounded in start-up culture. Through a flexible service model, we help you avoid bureaucracy and build the right HR infrastructure for growth.

DifferenThinking LEAN HR Advisory

On-site and remote HR advisory services with the flexibility to scale up or down depending on your business needs:

- Workforce Planning
- Scalability
- Recruitment and Selection
- Onboarding and Development
- Performance Optimisation
- Retention
- Culture and Ethics

Find out more

Contact us for a confidential discussion about the needs of your organisation.

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DifferenThinking
People Strategies Deliver Growth



You can't succeed with lemons. Hire with confidence not regret.

Business success almost always comes down to people, teams, culture and leadership. Finding the right people with the right skills and culture is essential, but it's also fraught with risk.

Many organisations fail to properly assess talent, motives, strengths, ethics and reliability as part of the selection process. They recruit people with relevant technical skills and likeable personalities, but often overlook cultural match and crucial characteristics until it's too late.

DifferenThinking Selection and Analysis

Add greater rigour and objectivity to your recruitment process and be confident you're hiring the right candidate. Led by people and performance expert Dr Zivit Inbar, DifferenThinking's Selection and Analysis gives hiring managers a complete assessment of candidate suitability and assurance around hiring decisions.

	INCLUSIONS	BASIC	PREMIUM
Accredited Saville Wave psychometric assessment		✓	✓
Behavioural and cultural interview		✓	✓
Two reference check interviews		-	✓
Assessment of cultural match		✓	✓
Hiring recommendation		✓	✓
Advice on managing induction, performance and development		-	✓
		1-3 days	3-5 days
		\$950	\$1,750



It is extremely costly when you get the recruitment wrong- it affects other staff members, the culture, the team, and of course the financial costs. Now we have an outstanding team and I attribute a tremendous amount of it to Zivit's work.



Klaus Bartosch
Managing Director, 1st Group

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