

Amovita works with many organisations in the human services and corporate sectors to provide a range of human resource consultancy services. Our responsive and partnership approach ensures that our HR consultancy services work in conjunction with the aims and objectives of the client organisation and that any complex matters are managed positively and proactively.

Having an external provider that is likeminded and positive in their approach to HR services can bring about a positive outcome for staff and the organisation

Workplace Dispute Resolution

When a workplace relationship breaks down there can be ongoing challenges in communication and individuals and teams continuing to work productively together. If problems are not addressed, this often impacts on others in the team, increases lost productive work time, psychological distress and anxiety. There can be increases in sick leave rates and workers compensation claims.

Amovita provides highly effective alternative dispute resolution services. We provide pre-mediation and assessment meetings with all parties involved in the dispute, facilitate the mediation meeting and then can draw up the mediation agreement. We offer a single and co-mediation model. Our mediators are accredited professionals who are positive in their approach and our 12-step model of mediation maximizes a positive outcome.

Psychological First Aid

A critical incident is one that is extraordinary in nature and usually produces a severe and or significant reaction to those involved both directly and indirectly. Commonly referred to as Critical Incident Debriefing, Amovita is often the first professional service in the workplace post the critical incident or event. We provide initial support for the party/ies involved, the team and workplace.

We also provide ongoing counseling support after the critical period has passed. Our counselors are highly qualified social workers and psychologists who are positive and proactive in their approach. We only have caring and warm professionals that have a sound empathic framework to provide the necessary supports required. We offer services during office hours, after hours or weekends.

Performance Coaching and Mentoring

There are times in all workplaces where complex matters arise in relation to performance issues or key staffing matters. Amovita works alongside organisations and businesses to provide guidance and support regarding such matters. We offer a range of performance coaching services from developing performance programs, recruitment and retention processes, can assist you to recruit the right staff by participating in the interview process, writing interview reports and developing recruitment and induction programs.

We also develop annual appraisal and development processes based on high performance principles. We provide performance advice to Managers, HR Coordinators, Directors, CEO's and senior staff regarding performance planning and high performance outcomes. No matter how complex the performance or staffing matter, we can assist to guide you to engage a positive process for an effective outcome. We also provide coaching and professional supervision support to HR Managers.

Benefits of Engaging Amovita

- Our 12-step mediation model is highly effective for positive outcomes
- Our partnership approach ensures we work alongside the organisation or business
- We can tailor HR support services to suit your needs
- Our consultants are highly qualified trained professionals who think positively and can provide you with positive outcomes
- We offer training in a range of HR areas and can develop specific programs for your organisation or business

