

About

Positive Resourcing and Management Consulting Pty Ltd (PRMC) (ABN: 92 154 967 834) is an Australian management consultancy services provider operating since 2012. At PRMC, we work with our clients to deliver tailored people solutions to solve workplace issues and ensure legislative compliance. Our approach emphasizes employee engagement and organisational culture, enhancing productivity through simplification, continuous improvement and technology use, growing team capability and confidence while fostering safe, high-performing work environments enabled for delivering on organisational goals.

We do this by following a continuous improvement approach to review, establish and maintain systems, processes and supporting technology, transferring capability to the Client as we go. PRMC also provides human expertise to support organisations through busy times, projects or leave coverage.

Areas of Expertise

The PRMC team has considerable experience working across a range of industries which allows us to deliver practical solutions and expertise to meet your business needs. Our experienced team can provide you with a fit-for-purpose solution, no matter the size or location of your organisation.



Human Resources

Human resources support and systems for whole of employee life cycle:

- employee and industrial relations
- investigations
- performance management
- talent and succession planning
- recruitment
- workforce planning
- remuneration and benefits



Leadership Development

- Build individual and team capability, engagement and confidence through coaching
- Team Management Systems (Team Management Profile) assessments and workshops (individuals and teams)



WHS & Compliance

- Review and develop plans, frameworks, standards, policies, procedures
- Psychosocial risk assessment and planning
- Electronic safety system configuration and implementation



Training & Development

- Training needs analysis
- Training system and training scheme review and development
- Building capability frameworks to guide individual, team and leader performance
- Apprentice and trainee program development
- Career pathways mapping



Workplace Culture

- Culture reviews and action planning
- Employee engagement and onboarding
- Organisational reviews and change management frameworks



Inclusion & Diversity

- Workplace inclusion and diversity reviews
- Development of policies, initiatives and guidance

The Process

Upon receipt of an initial request for assistance, PRMC will arrange to meet with the Client to gain an understanding of their requirements including any specific project deliverables, timeframes, budget, identified risks, key internal and external stakeholders along with organisational readiness and support for change. During this time, we also like to gain an initial insight into the workplace culture. This exchange of information allows PRMC to determine if we are the right organisation to assist and as such, to prepare a detailed proposal for the Client. We have found that spending the time initially to understand the Client's needs means we achieve greater synergy and project success.

Director / Principal Consultant Profile – Juanita Grillmeier (GAICD)

As Director / Principal Consultant of PRMC, Juanita is a strategic leader with over 20 years of experience across mining (multi-commodities, underground, processing, surface, ports, rail), local government, government enterprises, working with Indigenous organisations and providing consultancy services in human resources (full employee life cycle), organisation development, training, WHS, maintenance, operations, technical and logistics roles.

These experiences are complimented through Juanita's exposure delivering human resources, leadership, training and change management consultancy services as Director / Principal Consultant of Positive Resourcing and Management Consulting Pty Ltd and providing services through Morphed HR, Cornerstone and Indigenous Professional Services. Clients supported include KHG Contracting, Gecko Mining Services, Australian Soil Planners, Westauz Mining, Derbarl Yerrigan Health Services, Australian Tax Office, Department of Agriculture and Water Resources, BIS Industries, Gumala Enterprises, Incitec Pivot, Dyno Nobel and several private SMEs in Queensland.

With experience working across the breadth of human resources (including employee relations, industrial relations and remuneration), organisation development, training, WHS, inclusion, apprentice and trainee program development, leadership and engagement (community and Indigenous), Juanita is comfortable engaging with stakeholders at all levels, from frontline site employees to union representatives, to operational leaders and corporate executives along with external and Government agencies.

Juanita is a graduate of the Australian Institute of Company Directors, holds a Bachelor of Business (Human Resource Management) with Distinction, a Graduate Certificate in Business, a Master of Training and Development, Diploma of Surface Operations Management and a range of other tertiary qualifications and vocational competencies, including Project Management, Frontline Leadership and Risk. Juanita maintains professional membership through the Australian HR Institute at the CAHRI level and the Australian Institute of Company Directors as a GAICD. For more information on Juanita's professional experience, please refer to: <https://www.linkedin.com/in/juanita-grillmeier>.

Other: Justice of the Peace Qld (JP Qual.), licenced electrician in Queensland and Western Australia and accredited facilitator for use of TMS Team Management Profile (TMP), one of the world's leading psychometric profiling tools for personal, team and leadership development.

Contact

PRMC is based between Perth, Western Australia and Emerald, Queensland however can provide tailored people solutions and expertise, wherever your business is located across Australia or abroad. If we are unable to assist with your query, we have an extensive network of associates from which we can recommend.

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