



Lixivium Consulting

ORGANISATIONAL PSYCHOLOGY SERVICES

SPECIALISTS IN:

Psychological Assessment
Training and Development
Change Management
Performance Management
Career Transition
Assessment Centres

LIXIVIUM: AN INTRODUCTION

Lixivium is an Australian owned and operated psychological services consultancy. Having grown rapidly over the previous eight years, Lixivium has established itself as the preferred supplier to many of the largest organisations in the national market.

With head office in Melbourne and affiliates in all other states, Lixivium can deliver its services to various locations for organisations Australia-wide.

Lixivium's mission is:

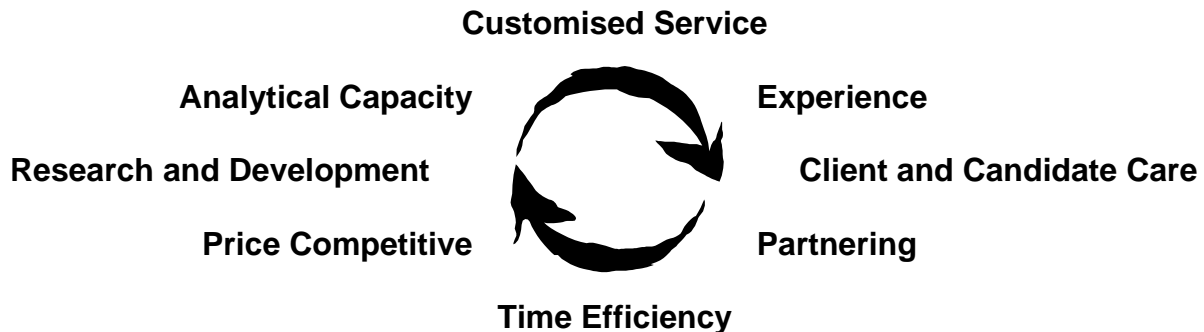
‘To apply comprehensive best practice analysis, in order to enhance performance and facilitate the growth of its clients' businesses’

We continue to achieve our mission through assisting organisations to:

- ▲ Hire the people best suited to positions and companies through the application of psychological tests and assessment centers
- ▲ Train employees and develop their skills in a range of areas including sales and marketing, customer service, leadership, negotiation or stress management
- ▲ Increase the quality of performance management by devising positions descriptions and performance appraisal systems, and employing motivational techniques
- ▲ Minimise disruption during organisational change
- ▲ Successfully manage the career transition of employees

Lixivium's dedication and commitment to providing the highest quality organisational psychology services has earned us an esteemed reputation in the marketplace.

LIXIVIUM'S KEY DIFFERENTIATORS



▲ CUSTOMISED SERVICE

Unlike some psychological companies, Lixivium is not tied to any particular product. Therefore we can provide customised psychological assessment services based objectively on what is best for the client organisation. We ensure that we fully understand your needs and address them in a prompt, effective and professional manner.

▲ EXPERIENCE

Lixivium's excellent reputation and capacity to provide quality services is built around the employment of the highest performing people in our industry. The Lixivium team is dynamic, professional, hold psychology post graduate qualifications, and have extensive experience in the application of psychological assessment instruments and processes. This allows them to:

- Comprehensively identify clients' specific organisational needs
- Design and implement the most effective and innovative business solutions
- Add value to clients' businesses by combining psychological expertise with business knowledge relevant to their company and industry
- Assist clients to enhance and sustain performance in order to achieve competitive advantage in their marketplace

▲ CLIENT AND CANDIDATE CARE

Lixivium provides a friendly service in an environment characterised by our team's genuine desire to put candidates and clients at ease. Lixivium demonstrates continued commitment to behave honestly, ethically and with integrity in our dealings with all clients, and meet all requirements regarding privacy issues. We are proud of our capacity to provide a level customer service unequalled by others.

LIXIVIUM'S KEY DIFFERENTIATORS (cont'd)

▲ PARTNERING

Lixivium is experienced in forming partnerships with recruitment agencies to provide the assessment section of their recruitment process. We have also demonstrated the ability to form solid long-term partnerships independently with clients to meet their organisation's needs.

▲ TIME EFFICIENCY

With regard to testing linked to recruitment, Lixivium has a rapid turnaround time, providing reports direct to management within 48 hours following an assessment. We understand the urgency of testing requests and strive to minimise response time.

▲ ANALYTICAL CAPACITY

Lixivium stands alone with respect to the depth of analysis it applies to its assessment processes for clients. We display such analytical capacity through:

- Applying a unique competency-based framework in assessment methods linked to recruitment
- Individually generated reports that are highly tailored to specific roles and organisations
- Providing a strategic approach to working with clients where longer-term goals of their businesses and industry specific issues accounted for in solutions recommended

Lixivium monitors its client and candidate satisfaction levels regularly, thus ensuring the consistent quality of our processes.

▲ PRICE COMPETITIVE

Lixivium's process and price efficiencies allow us to maintain delivery of quality services at highly competitive costs.

▲ RESEARCH AND DEVELOPMENT

Lixivium's consultants are committed to innovation. We strive for excellence and continuous improvement through:

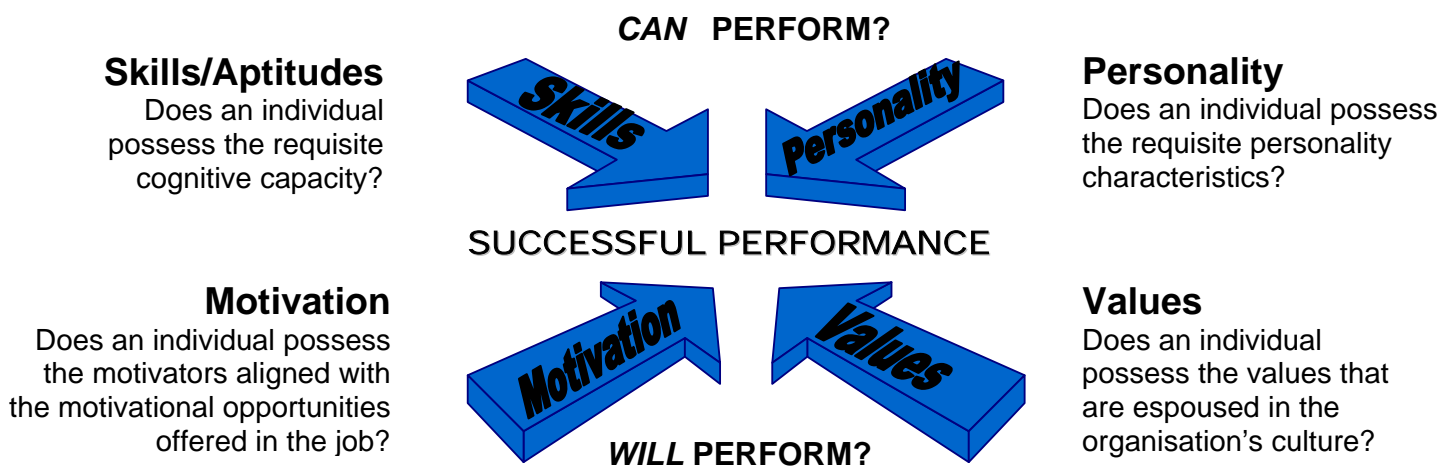
- Remaining current with the latest developments in organisational psychology and ensuring that such knowledge is reflected in the services we provide
- Partnering with Monash University to sponsor academic research projects
- Maintaining databases for clients in order to develop organisation specific normative samples

LIXIVIUM'S RANGE OF SERVICES

1. Psychometric Assessment

Psychometric Assessment is a method of providing a quick and objective appraisal of an individual's characteristics and abilities in a variety of areas. This information can subsequently be applied in recruitment to screen out inappropriate candidates, and be used as the basis of behavioural interviewing. Data gained from Psychological Assessment may also be valuable in the management, training and development of employees to identify strengths and areas for improvement.

Predicting successful performance using Psychometric Assessment can entail measurement of skills, personality, motivation and values to ascertain whether an individual has both the capacity and willingness to perform a particular role.



Benefits of Psychometric Assessment

Increase the objectivity and consistency of the recruitment process

Improve the predictive validity of the recruitment process (i.e. prediction of applicants' future performance)

Attain information that can be used for performance management and training/development

Confirm candidates' cognitive capacity (e.g. verbal, numerical or abstract reasoning, decision making)

Determine applicants' typical or preferred ways of behaving in the workplace

Identify candidates' key motivators and values

Overall - Enhance "job-candidate fit":

Successful performance → Increased job satisfaction → Increased length of tenure →
Decreased staff turnover → Reduced expenditure on recruiting and training new employees

LIXIVIUM'S RANGE OF SERVICES (cont'd)

2. Training and Development

Effective professional development and training is integral to productivity growth and the enhancement of an organisation's effectiveness. Lixivium's training and development programs targets two key areas:



Professional Skills Development

Professional Skills Development enables organisations to attain their organisational objectives through further development and broadening of the skills base of their people. Skilled and effective people provide a source of competitive advantage in increasingly complex and dynamic markets. Professional development training options include:

- ▲ Interpersonal skills development
- ▲ Team dynamics and effectiveness
- ▲ Presentation skills
- ▲ Sales and marketing skills development
- ▲ Customer service
- ▲ Leadership/Management
- ▲ Time management
- ▲ Many other courses available

Manager and Supervisor Skills Enhancement



The quality of management and supervision impacts directly upon the vital productivity variables of output, sales and quality. Lixivium's performance enhancement programs for managers and supervisors include:

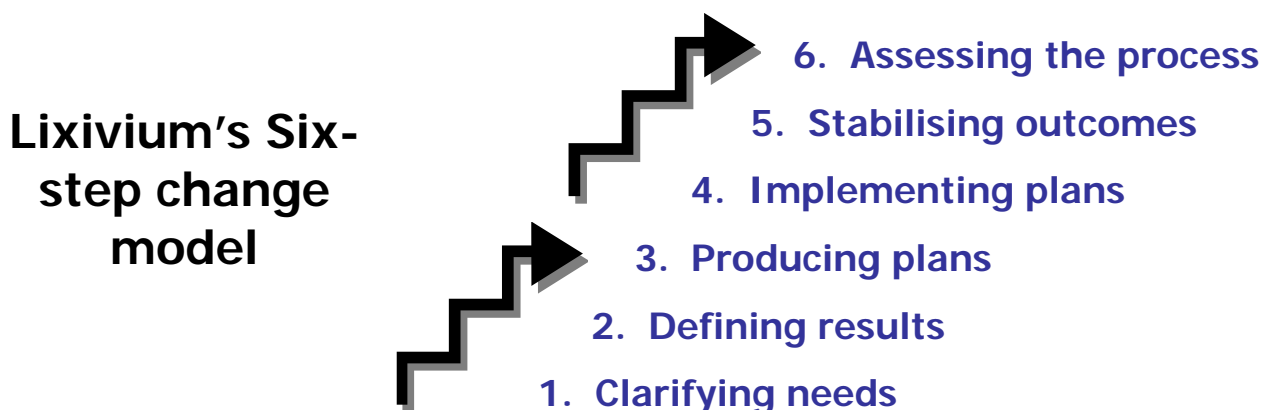
- ▲ Leadership and team building
- ▲ People skills development
- ▲ Mentoring, coaching and counselling
- ▲ Performance appraisal abilities
- ▲ Communication skills
- ▲ Negotiation skills
- ▲ Stress management

LIXIVIUM'S RANGE OF SERVICES (cont'd)

3. Change Management

Lixivium can provide a strategic framework for implementing and managing organisational change. An emphasis is placed on the psychological components of change. Lixivium's change management program is broadly based around a six-step model. This six-step model is used to organise thinking and subsequently map employee reactions to change initiatives. Lixivium works with managers and supervisors to identify strategies and plans aimed to provide a supportive environment enabling a less disruptive change process.

Lixivium's change model has proved useful because it can be used in a variety of situations, ranging from individual interventions, to large-scale change.



4. Performance Management and Development

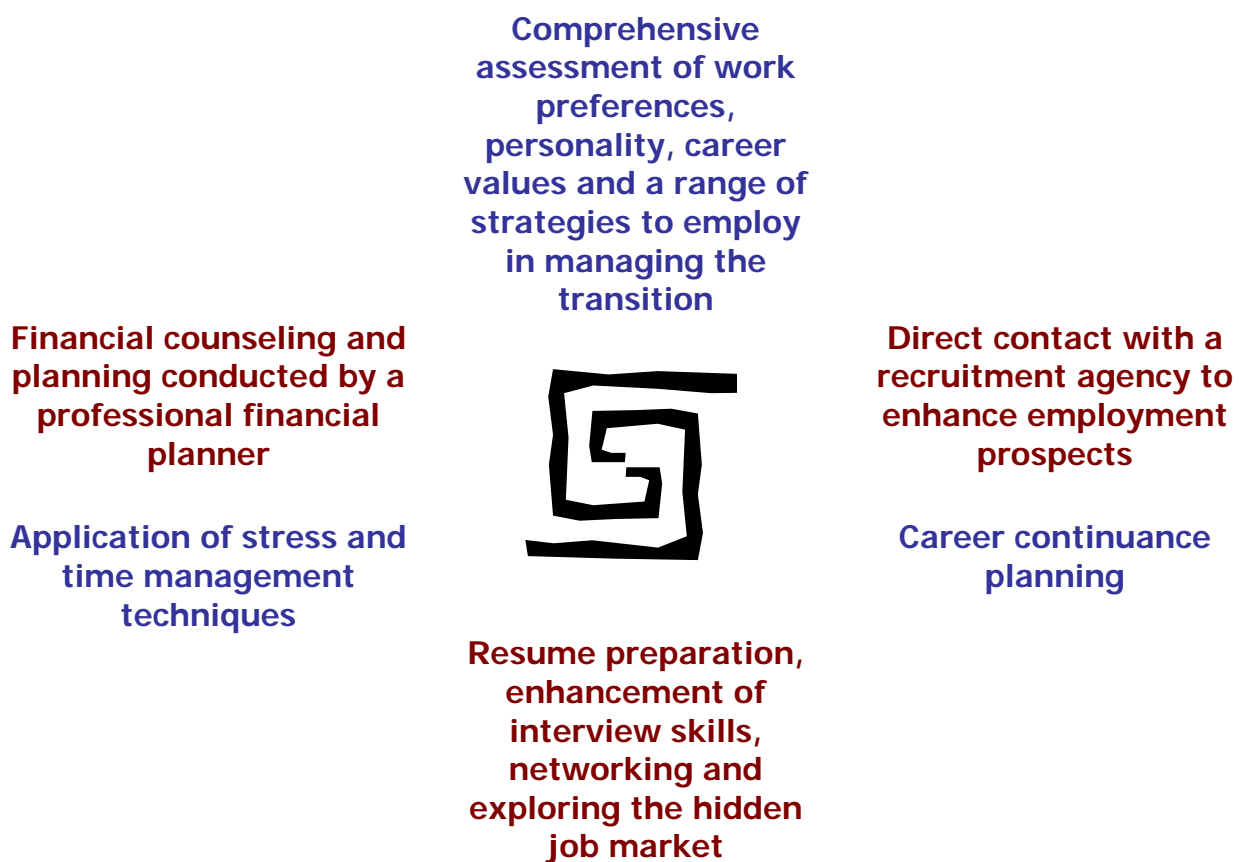
Lixivium has assisted many organisations in implementing methods to enhance the performance of staff, resulting in a significant difference to the bottom line. Recent research has shown that something as simple as setting clear goals for employees can increase productivity by 76% over baseline levels. We employ a range of methods to aid our clients to better develop and manage their staff. These include:

- ▲ Position description design and development
- ▲ Linking performance appraisals to individual and organisational objectives
- ▲ Facilitating change management programs
- ▲ Development of "Lifestyle" programs
- ▲ Motivating employees
- ▲ Competency Profiling
- ▲ Task Analysis

LIXIVIUM'S RANGE OF SERVICES (cont'd)

5. Career Transition

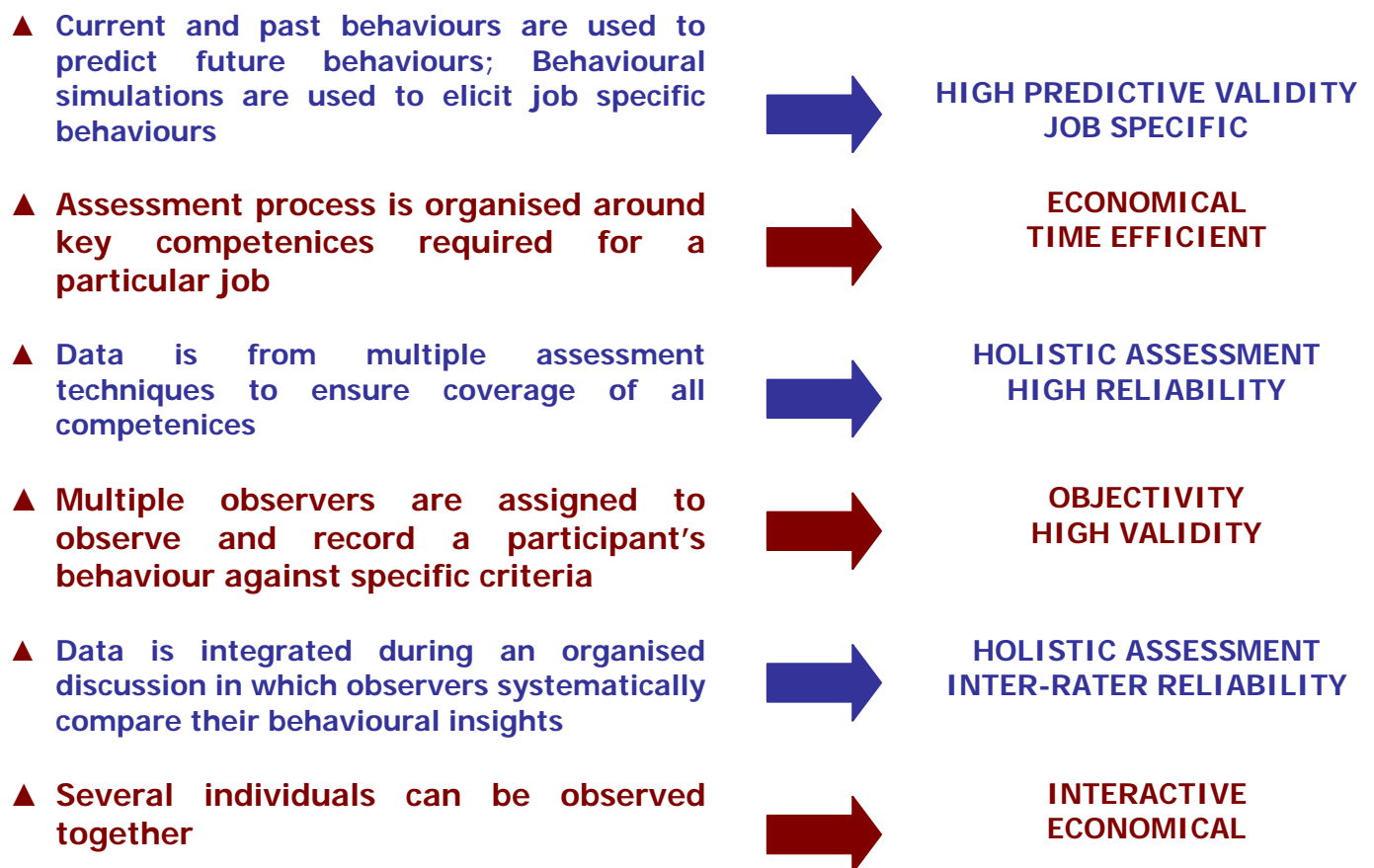
Lixivium's career transition services encompass the provision of advice and support for managers engaged in the employment termination process, as well as individual counselling and support for those whose employment is being terminated or who are being retrenched. Lixivium has successfully tailored career transition packages to suit clients' individual needs through employing the following processes as required.



LIXIVIUM'S RANGE OF SERVICES (cont'd)

6. Assessment Centres

An Assessment Centre is a comprehensive, standardised procedure in which multiple techniques are used to evaluate individuals for various purposes. In Lixivium's experience, Human Resource professionals are increasingly using assessment centres to recruit employees due to the numerous associated benefits as indicated.



Lixivium's assessment centres are designed with respect to the particular role and industry in question. We select the most appropriate assessment methods from the full range of assessment centre components which include:

- Group Discussions
- Competency-based behavioural interviews
- Presentations
- Role plays
- Psychometric assessment
- In basket exercises
- Problem solving

CLIENTS

Lixivium has prestigious list of clients to whom we provide psychological services. For privacy reasons these cannot be disclosed online however can be discussed subject to suitability.