



King & Co.
People. Culture. Safety.

kingandco.co.nz

A group of diverse people, including a man with a beard in a blue and white striped shirt, a woman with glasses in a grey shirt, and a woman with curly hair in a green top, are shown from the chest up. Their hands are stacked together in a circle, symbolizing teamwork and unity. The background is slightly blurred, showing an indoor setting with a staircase.

Your most valuable
business asset is your **team**
and their **talent**.


About us.

King&Co is a New Zealand owned and operated business that solves the problem of interpersonal relationships in the workplace, we tailor Human Resources and Health and Safety plans that work for you! Our purpose is to build legacy in New Zealand businesses, through people.

We are the people, culture and safety experts who believe that your most valuable asset is your team and their talent. People come first and performance is the result.

Your products, services, technology and operations may be industry leading but without strong people strategies that align with your company vision, your growth and development will be minimal, we can guide you with the how.

King&Co has flexible offerings and covers a wide range of services. The value is in the ability to immerse ourselves in an organisation both physically and mentally. We can be there with you. We are essentially an internal resource team with an external view and objectivity.



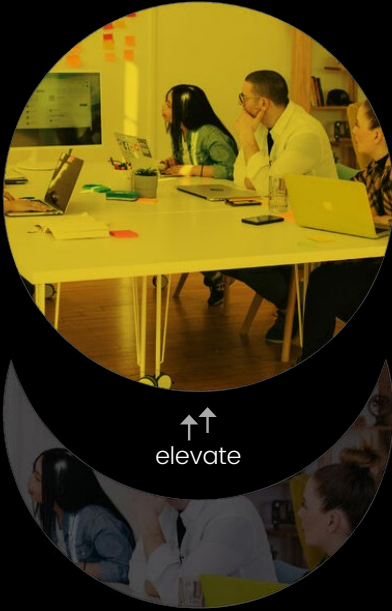
Together let's enhance your teams talent, elevate their potential and drive business performance! In return this will drive exceptional returns.

Did you know.

- Employers spend an average of **33%** of an employee's annual salary to replace one employee.
- The average cost of hiring a new employee has doubled to an average of **NZD\$23,860** per candidate in New Zealand, due to advancements in salary expectations and time-consuming recruitment processes. At a base level, neglecting to take adequate measures to retain staff can have significant financial impacts on your business.
- Currently, in New Zealand, the average hiring time is **50.3 days**, while the longest duration reported is 86 days.
- Quality employees are more likely to quit a workplace by **54%** when working with a fellow employee who creates a toxic atmosphere.
- An entire team's performance decrease by up to **30%** being in a toxic work atmosphere.
- Businesses can lose more than **\$15,000** a year by keeping a toxic employee around.
- There were **162** personal grievance claims settled in the Employment Relations Authority in New Zealand from Jan 2022 to Dec 2022, compared to 157 cases in 2021 and 140 cases in 2020. These figures do not include PG's settled at mediation. With PG's climbing year on year, expert HR support will reduce your chance of a personal grievance.



**Let's get your
ducks in a row.**



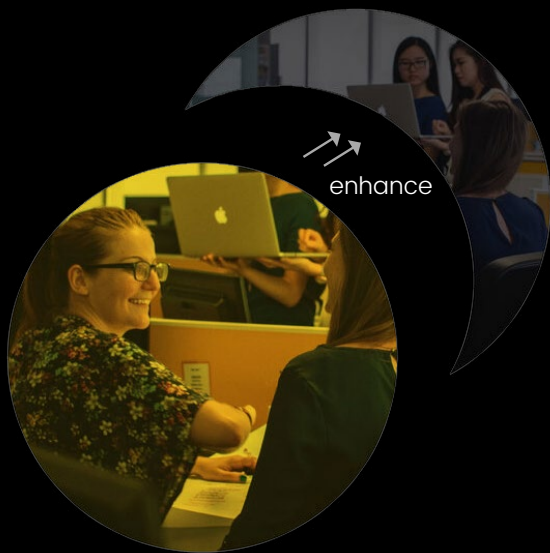
Your People, Culture and Safety

Elevate your business through
your people.



Management Coaching

Engage the power of your
management team.



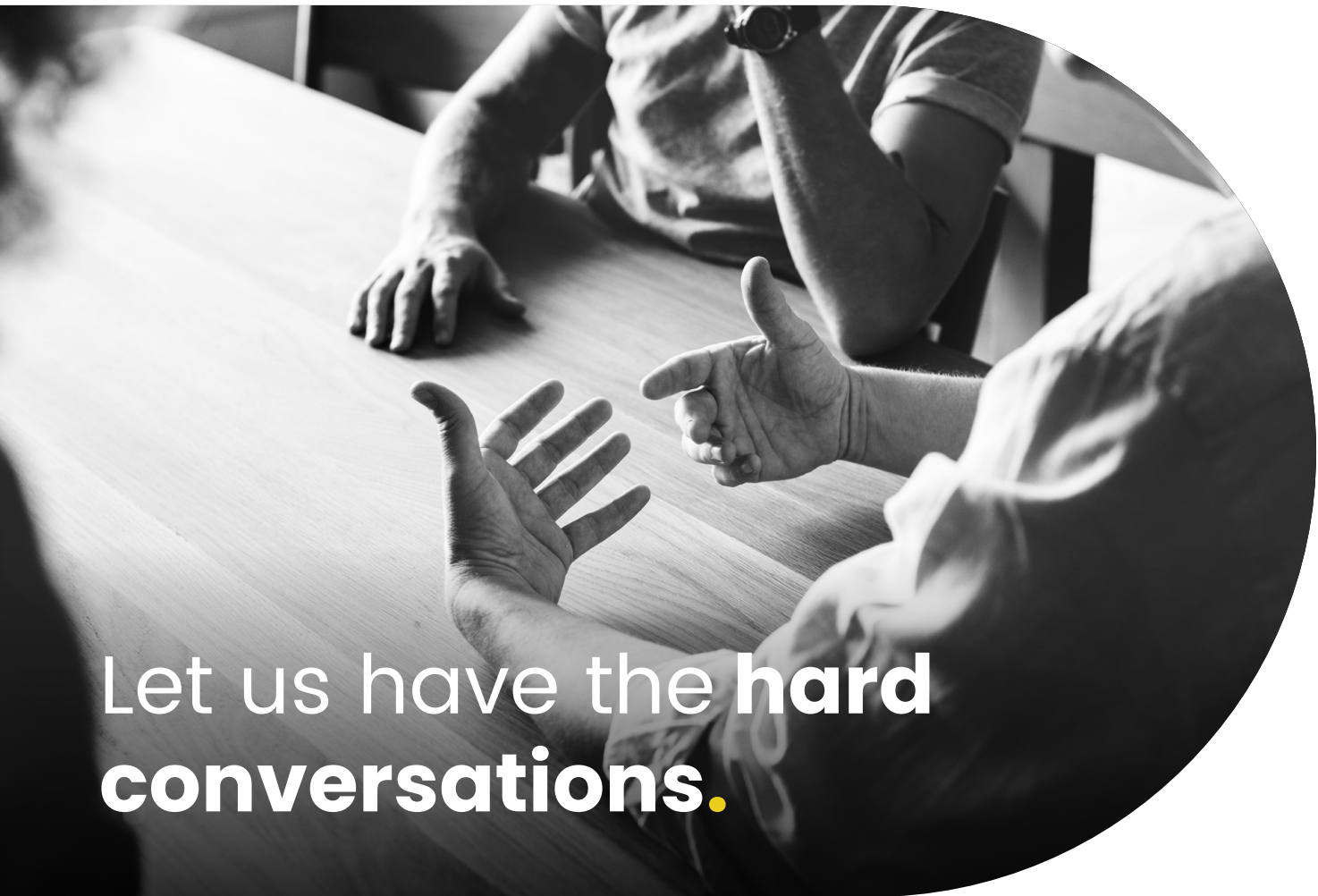
Employee Development

Enhance your people power.



Recruitment

Connect excellence with opportunity.



Let us have the **hard**
conversations.

Services.

Human Resources Advisory

- IEA review

 - Workplace investigations

 - Restructures

 - Organisational structure and design

 - Change management.

 - On-boarding processes

 - Disciplinary processes

 - Performance appraisal processes

 - Performance improvement processes

- Remuneration structures

 - Human Resources analytics

 - Employee wellbeing

 - Recruitment

 - Recruitment process review

 - Credential and reference checks

 - Human Resources policy and procedure drafting

 - Exit interviews

Management Coaching

- Coaching tools creation and implementation
- Coaching frameworks to meet business goals.

Employee Development

- Retention strategies
- Succession planning
- Training and development pathway design

People first.
Performance is the result.





Health and Safety

- Health and Safety policy and procedure review

- Health and Safety implementation

- Health and Safety audits

- Risk Register development and review

- Emergency response plans

Payroll

- Payroll system audit

- Payroll system transfer support



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Locally represented

kingandco.co.nz