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March was a dynamic month filled with milestones and celebrations that significantly impacted our organisational landscape. As we welcomed a new addition to our executive and board team, celebrated International Women's Day, and hosted another successful AHRI event, our focus on nurturing a positive workplace culture remained steadfast.

Our recent LinkedIn poll on preferred methods of engaging in Learning and Development revealed an overwhelming preference for Mentorship/Coaching. This aligns seamlessly with our belief in the power of effective leadership styles and behaviors as the cornerstone of a thriving workplace culture.

Here at OnTalent, we specialise in identifying and attracting top talent who are not only proficient in their roles but also complement your team's ethos. By partnering with us, you can streamline your hiring process and ensure that each new addition contributes positively to your workplace culture and collective success.

If you're seeking to strengthen your team with individuals who are not just qualified but also the right fit for your organisation, we're here to support you every step of the way. Let's work together to build a team that drives innovation, collaboration, and excellence.

Kind Regards,

**Natasha Olsson-Seeto**  
Chief Executive

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## This month at OnTalent



WELCOME

Sapphira Kavita is our newest member to join our growing Executives & Boards team. Sapphira is a highly experienced Executive Search specialist that brings a depth of experience within Healthcare, Life Sciences, Pharmaceutical and the Medical Device sector. Looking for talent in these fields, reach out to Sapphira!

[MEET SAPPHIRA](#)

## AHRI Sponsor

We wrapped up another amazing luncheon for AHRI! The event was a fantastic gathering filled with insightful discussions around emerging leadership and human resource practices and a great opportunity to make connections. A huge thank you to everyone who joined us and contributed to making it a memorable event!



## INTERNATIONAL WOMEN'S DAY



This year, our team at OnTalent, proudly owned and guided by women, sought to promote a culture of inclusivity. This isn't just a one day a year initiative, but rather a principle that shapes our daily practices and values. We continuously strive to embrace diversity and inclusion, believing it enhances both organisations and its people. We don't see this as a mere trend, but as a crucial component of the best fit for any company. Our team is committed to ensuring everyone feels valued, heard, and accepted, irrespective of their background. We believe this approach fosters a more productive, creative, and harmonious work environment.

## Amplifi Retirement Module Launch





mind. For some, retirement conjures up visions of relaxation, leisure, and pursuing hobbies such as golf, travel, gardening, or spending time with loved ones. Others may focus on financial concerns, worrying about having enough money to sustain their desired lifestyle or fearing boredom or a lack of purpose without the structure of work.

The course helps individuals navigate this transition by providing guidance on planning for retirement, managing the transition, and finding balance and purpose in their post-work life. It may offer strategies for coping with challenges, maintaining social connections, staying active and engaged, and achieving financial security throughout retirement. Overall, the goal is to empower individuals to craft a retirement that aligns with their values, interests, and aspirations, leading to a fulfilling and meaningful post-career phase of life.

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## February Job Highlight



Victims  
Commissioner

Chief  
Operating  
Officer

Human  
Resources  
Manager

[See All Available Roles](#)

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## On The Blog

## Lifelong learning... the secret to getting a new job!

The state of the current job landscape fueled by technological disruption means that learning and development has become more critical in helping individuals progress in their careers. One thing executives can do is continuously invest in learning and development to proactively keep up with the changing landscape and ensure that they are well-equipped to face their next role. **Kerri Hansen** explores this further and provides insights on how you can stay competitive, relevant, and achieve your career goals throughout this change.

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The movement to raise awareness about the power of inclusion for women continues with our Career and Leadership Strategists, **Deborah Wilson's** view on what inspiring inclusion this International Women's Day means. Deborah shares her insight on how workplaces are advancing towards change and how we can celebrate the sense of belonging, relevance, and empowerment that comes with inclusion. Together, we can create a world where every woman's voice is heard and valued. ♀

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## Evaluating a Candidate's Motivation for **Exceptional** Performance

...rming transcends resumes, it's about uncovering the motivation that propels exceptional performance! Candidates with an innate drive bring more than just skills to the table—they ignite initiatives, navigate challenges with resilience, and consistently deliver outstanding results. In our latest article, **Donna Bliss, CA** discusses the role of motivation in providing exceptional performance and illustrates how you can assess this when interviewing candidates.

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