

H2R

NEWSLETTER

H2R
CONSULTINGH2R
TECHNOLOGYTalent Market
Update20 Years in
BusinessH2R
Sponsorships

Staff Update

Succession
Management

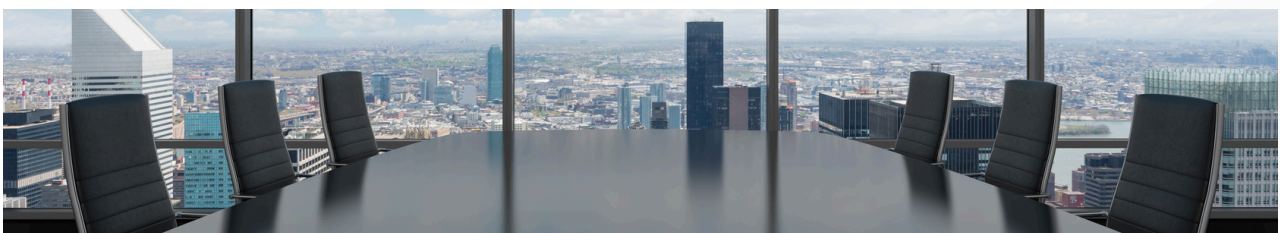
TALENT MARKET UPDATE

Talent Market
Update

Happy 2025 to you all! We hope you enjoyed your summer holiday and are feeling recharged for the year ahead, if we haven't spoken to you yet. We're crossing our fingers that a late summer will arrive for those in Wellington and the South Island.

The H2R team are channelling positive thoughts for this year for our clients and candidates, and it seems to be paying off with a flurry of activity to start the year. In saying this, predictions about Aotearoa's economy and talent market are still a bit 'doom and gloom' for the first half of 2025, with unemployment set to peak at 5.5% in June. Our H2R Change Team has never been so busy over the December and January period - and it's not expected to slow down over the coming months.

At H2R, we're seeing high demand for top talent in the market as always. Clients are wanting to secure innovative, change oriented leaders and specialists who can support the transformation of their business. H2R Technology has started the year firing on all cylinders with many organisations focused on investing in technology and seeing this as an enabler to drive businesses forward. We have also seen demand for Change Managers, HR Specialists, Finance Business Partners, Community and Engagement Managers, and Coordinators across disciplines. Additionally, we have seen an increased demand for temps and contractors to provide support during structural changes, cover for employees on leave and to help manage higher workloads. There are lots of talented professionals in the market, so if you are looking for support, please do not hesitate to reach out.



20 YEARS IN BUSINESS FOR THE TĀMAKI MAKAURAU OFFICE



This year, we're excited to celebrate a remarkable milestone – 20 years since Jane Walker established the Auckland office after the opening of our Wellington office by Eugene Ng just months earlier.

For two decades, we've been proud to support businesses across Auckland, Northland, Waikato, Bay of Plenty, and the South Island by connecting them with outstanding talent. Together, we've helped organisations grow and thrive, all while building lasting relationships along the way.



To our incredible clients, dedicated team members (both past and present), and the wider community, we extend our heartfelt thanks. Your trust, collaboration, and support have been the foundation of our success.

A special mention goes to Jane Walker, whose visionary leadership and dedication have not only shaped countless careers but also created the vibrant and values-driven culture we cherish at H2R Consulting, alongside Eugene Ng

As we look back on this milestone, we're inspired by what lies ahead and are excited for the next chapter. Thank you for being part of our journey!

HRNZ AWARDS



We are delighted to be a sponsor at the 2025 NZ HR Awards, an evening dedicated to celebrating the spectacular achievements of HR professionals across Aotearoa. Taking place on February 27, 2025 and organised by HRNZ, this event is about celebrating the amazing mahi happening in the HR field.

As specialists in recruitment, we're especially excited to sponsor the Talent Acquisition Award, which celebrates organisations that have developed innovative and impactful strategies to attract and retain top talent.

Talent acquisition is at the heart of what we do at H2R Consulting – it's about more than filling roles; it's about empowering our clients to achieve their goals and helping candidates unlock their potential by connecting them with the right opportunities. We are honoured to recognise the winner, whose achievements embody the creativity, dedication, and meaningful connections that drive success in our profession.



We're looking forward to an evening of celebration, connection, and inspiration, and we hope to see many of our valued clients there. Together, let's honour the exceptional talent shaping the future of HR in Aotearoa.

Here's to a night of shared success, great conversations, plus some dancing — see you there!

DISRUPT HR

H2R is proud to be a sponsor of Disrupt HR Wellington on March 12! Back again for version 7, Disrupt HR will feature another bunch of disruptive speakers covering the whole spectrum of HR topics.



Disrupt HR



Each speaker will deliver a punchy and thought provoking 5 minute presentation designed to make you think and question the way things have been done in the past. Once the speakers have finished there will be further time to allow you to digest and discuss what you have just heard.

Tickets to this fantastic event are available on <https://www.eventbrite.co.nz/e/disrupthr-wellington-tickets-1030782186267>

We hope to see you there!



In:Tech:Xpo

IN:TECH:XPO

H2R Tech is excited to sponsor IN:TECHXPO25, happening on March 18 2025, at Shed 10 in Auckland. This one-day event is set to showcase the latest in cutting-edge technology, bringing together industry leaders, decision-makers, and tech professionals to explore how innovation is shaping the future of business.

With a focus on bridging the gap between technology and practical application, IN:TECHXPO25 offers a unique platform to connect with forward-thinking vendors and discover solutions designed to drive efficiency and measurable results. Best of all, entry is FREE for tech professional delegates!



We can't wait to connect with you there and be part of this exciting addition to New Zealand's B2B IT scene.

STAFF UPDATE

We've celebrated two graduations in our Auckland and Wellington offices, honouring their mahi.



Staff Update



A huge congratulations to the incredible Tiana-mya So'oialo, from our Auckland office, on her graduation with a Bachelor of Commerce in Commercial Law and Human Resources.

And a massive shout out and congratulations to another rising star Alicia Clegg, from our Wellington office, on her graduation with a Masters in Sport, Exercise, and Health. This was completed at Auckland University of Technology.

Your futures are looking incredibly promising, and we feel so fortunate to have you both start your career journeys with H2R!



We have also had some exciting additions to the team!

It is fantastic to have Gemma Forrest boomerang back to H2R Auckland after gaining some incredible recruitment experience. For the past two years before returning to H2R, Gemma worked for an Environmental Consultancy as their Internal Recruiter. Responsible for recruitment nationwide, she worked on a range of roles including Planners, Ecologists, Environmental Specialists, Land Acquisition Specialists, as well as shared services positions.

Her time working as an Internal Recruiter was an incredible learning experience where she has gained knowledge and understanding of internal recruitment processes, how to truly partner with different hiring managers and understand their needs, as well as what it means to be a part of a global organisation and the bureaucracy that come with this.

Now that she is back at H2R, she has hit the ground running reconnecting with clients and candidates and is working alongside Eloah on the permanent recruitment desk. Having broadened her skillset, she will be able to support you with your recruitment needs across everything from HR, Marketing, Sales, General Management, Communications and Operations, to Sustainability positions, Planners, Ecologists and other specialised environmental positions. Reach out to Gemma today to reconnect!

We are also excited to welcome our amazing Recruitment Consultant, Kerry Pattinson, back from maternity leave at the end of February. She will be rejoining the Business Support team in our Wellington Office.



Gemma Forrest,
Senior Recruitment Consultant



Kerry Pattinson,
Recruitment Consultant

TALENT AND SUCCESSION PLANNING: WHY ADOPT AN OBJECTIVE APPROACH



- Do you know who your future leaders are?
- Is succession management a fair, objective and independent process in your organisation?
- Do you have tailored growth opportunities planned for high potential individuals so they are ready to take the next step?

At H2R, our Talent Development team have been partnering with a number of clients to design and deliver their succession management programmes. Succession management is critical for a number of reasons:

1. Facilitates smooth leadership transitions and ensures business continuity

Effective succession planning ensures successful business operations and smooth leadership transitions, reducing risk and disruption during inevitable changes, such as retirements or unexpected departures.

2. Enhances employee engagement

Research found that 94% of employers believe having a succession plan improves employee engagement, with 62% of employees stating they would be 'significantly more engaged' if their company had one (Murray, D, 2023).

3. Promotes diversity and inclusion

Succession planning can be an effective tool for promoting diversity and inclusion by objectively identifying and developing diverse candidates for leadership roles, rather than those who are good at managing up or put their hand up for high profile projects.

4. Employer branding and employee retention

Growing talent and leaders internally showcases the organisation's commitment to employee success. It reduces recruitment expenses, boosts retention, and creates a stronger sense of belonging.

We have gained incredible feedback from Executive teams, People & Culture teams, as well as the programme participants themselves, as they value the objectivity and independence that using an external expert brings.

We partner with organisations to understand what future leadership success looks like for the organisation and then design a succession management programme to assess those capability areas. We partner closely with Executives, mapping objective tools onto leadership success factors, which usually involves designing bespoke case studies and simulations, leadership profiling and cognitive ability assessments, application forms and behavioural career focused interviews. Debriefing Executive teams on their talent and the potential that exists, as well as assisting each programme participant to put a career and development plan in place is an important component.

