

**We draw on our deep investigations and industry experience to build investigations capability within organisations and to support internal investigators.**

We are passionate about sharing the extensive knowledge, skills and insights we have honed over the past **15+ years leading 1,600+ workplace investigations.**

The obligation on employers to safeguard the psychological health of their employees not only applies to participants in an investigation, but also the investigators leading them.

## OUR SERVICES

There are a range of ways our team can support your internal investigators. The arrangement can include, but is not limited to, the following activities:



**ONE-ON-ONE  
AND GROUP COACHING**



**TAILORED  
TEAM TRAINING**



**INVESTIGATION  
AUDITS AND REVIEWS**



**Members of the Q Workplace Solutions national team**

## CLIENT FEEDBACK

Initially, Q Workplace Solutions led our formal workplace investigations and also undertook a number of important workplace reviews.

With our internal team now firmly established, we engage Q Workplace Solutions to investigate our most complex and sensitive employee complaints, absorb overflow work, and deliver expert investigations advisory support and training.

Our team appreciate being able to reach out directly to our QWS external advisors for one-on-one assistance, such as debriefing after interviews, discussing evidentiary challenges and sense-checking findings. They have also audited and reviewed our investigations and investigation processes and undertaken a range of targeted skills training, mentoring, coaching and facilitated Q&A sessions with our team.

**Head of People Change and Training**  
Australian waste sector company

## OUR PROCESS

We tailor our advisory support service to the needs of your organisation.

1

**Discuss and agree the scope** of our engagement, including time allocated per month and the types of support required to ensure it is the optimal fit for your organisation.

2

**Assign a senior investigator** to be the contact point for your team and to manage the relationship and advisory services.

3

**Seek continuous feedback** and conduct regular work-in-progress meetings.

4

**Review the arrangement** and outcomes, and make any necessary adjustments to ensure we are meeting your team's needs.