



RIVERLAND HUMAN RESOURCES

A Message from Emily

As businesses across South Australia continue to adapt to changing workplace expectations, the HR landscape is evolving faster than ever. From updates to workplace legislation and award compliance to growing employee expectations around flexibility, wellbeing, and retention, employers are navigating a more complex environment than in previous years.

At Riverland Human Resources, we understand that staying compliant while maintaining a productive and positive workplace can be challenging for businesses of all sizes. Our focus is to provide practical, reliable HR support tailored to the unique needs of Riverland and South Australian businesses. Whether it's assisting with recruitment, workplace policies, performance management, or keeping up with Fair Work obligations, our team is here to help you move forward with confidence.

We are proud to businesses with professional HR solutions that are both approachable and effective. As the workplace continues to change, Riverland HR remains committed to helping our clients build strong teams, reduce risk, and create workplaces where both businesses and employees can thrive.

—Emily

Riverland Human Resources



Performance Management

Are you pulling your hair out? or are you make striking achievements?

When we are first engaged to assist businesses with performance management, the first issue we often walk into is a lack of understanding around what KPIs actually are — and more importantly, how they fit within the organisation.

Key Performance Indicators (KPIs) are not simply targets on a spreadsheet. They are practical tools that help employees understand what success looks like in their role and how their contribution supports the wider goals of the business. Without clear expectations, employees can quickly become disengaged, frustrated, or uncertain about priorities, which can lead to underperformance and workplace tension.

Effective performance management starts with communication. Employees need achievable, measurable goals that are aligned with the business’s objectives, along with regular feedback and support from management. When implemented correctly, KPIs create accountability, improve productivity, and foster a stronger workplace culture.

At Riverland Human Resources, we work with businesses to develop practical performance management systems that are fair, compliant, and tailored to the needs of your organisation. From setting realistic KPIs to managing difficult conversations and documenting processes correctly, we help employers turn performance management into a positive business tool rather than a stressful process.

Strong teams don’t happen by chance — they are built through clear direction, consistency, and support.

What the landscape of performance looks like:

- reasonable management
- psychosocial
- underperformance
- improvement plans
- feedback
- coaching
- Mentoring
- rewarding
- termination
- training

Performance and Development Flow

