



People Solutions

Efficiency at every angle

About Us

Xenco is a multi-disciplined, specialist service group that delivers executive and operational level support to businesses.

Due to the changing nature of capital-intensive industries, we have developed an integrated service to meet the growing people needs of our clients

Xenco provides a range of human capital services backed by extensive industry capability built over the last two decades.

Our team can be mobilised rapidly to assist in both domestic and international locations, including remote sites.

Our Approach

Process, technology, and operational improvements are only as effective as the people behind them. Our specialised People Services business provides strategic workforce solutions - diagnosing challenges, attracting top talent, developing capability, and optimising performance. No matter the need or complexity, we align people strategies with commercial objectives to build high-performing teams that drive sustainable success.



Diagnose

- 360s & Staff Surveys – Gain deep insights into leadership effectiveness and employee sentiment.
- People Dashboard – A real-time dashboard for workforce data, trends, and actionable insights.
- Data-Driven Decision Making – Connecting workforce solutions to commercial outcomes.



Attract

- EVP Development – Crafting compelling employer value propositions.
- RPO-Lite & Executive Search – Scalable solutions for high-impact hiring.
- Recruitment Campaigns – Finding the right talent through tailored strategies.
- Temporary & Permanent Staffing – Flexible solutions to meet business demands.



Develop

- Leadership Development & Capability Programs – Strengthening leadership pipelines.
- Succession Planning – Identifying and nurturing future leaders.
- Diversity, Equity & Inclusion (DE&I) Strategy – Creating inclusive and high-performing workplaces.



Perform

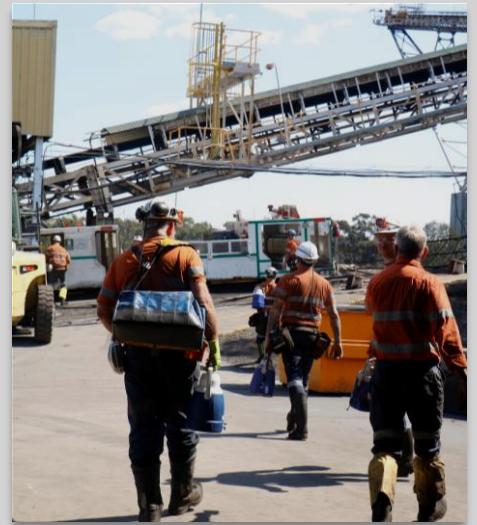
- Employee Experience & Wellbeing – Supporting a thriving workforce.
- HR as a Service – Flexible HR solutions tailored to business needs.
- Psychometric Assessment – Enhancing hiring and development decisions.

Our Expertise

Xenco's people services team has experience spanning Australian and international mining and heavy industry markets. We specialise in strategic people solutions across a wide range of disciplines, ensuring our clients maintain a competitive advantage through their people.

Our team has **deep experience** in:

- Workforce strategy and planning tailored to industry needs
- Talent attraction, engagement, and retention
- Leadership development and succession planning
- Workforce optimisation for improved productivity and performance
- Supporting large-scale projects with specialised workforce solutions



Our Difference

We take a holistic approach to people solutions, focusing on four key pillars - **Diagnose, Attract, Perform, and Develop** - to build and sustain high-performing teams.

Through data-driven insights, we help businesses diagnose workforce challenges, attract the right talent, drive performance, and foster continuous development.

Our tailored strategies align with each client's culture and long-term objectives, ensuring a workforce that not only meets today's demands but is also prepared for the future.



Collaboration

We work alongside you as an extension of your team, ensuring that all strategies are in alignment with your goals and values.



Tailored Solutions

We don't believe in one-size-fits-all solutions. Every aspect of our services are customised to fit your business' specific needs.



Data-driven Decision Making

Our solutions are backed by data and analytics to ensure we make informed decisions that drive measurable outcomes.



Continuous Improvement

We focus on long-term, sustainable success. Through ongoing monitoring, we adapt our solutions to ensure continuous growth and performance improvement.

EXPERIENCE | LEADERSHIP | INSIGHT

If you're looking to experience innovation and excellence at your business, get in touch with us today.

Contact Us

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