

OPRA VALUES**Integrity**

We are committed to using research methods, diagnostic tools and products that are technically sound and commercially viable.

Long Term Relationships

We value long term relationships that are built on open communication, trust and mutual respect.

Practical Application

We blend contemporary research with practical application to create solutions that are accessible, portable and flexible.

Results-Focus

We strive to deliver positive solutions that support the strategic needs of our clients.

Success

We recognise and celebrate success.

MISSION STATEMENT

OPRA Consulting Group specialises in the research, design and delivery of human resource solutions to support the strategic needs of its clients.

Through our combined expertise we are committed to producing results that have a positive impact on client organisations and continually strive to blend the best of contemporary research with practical application. We are focused on developing long term relationships and value the celebration of success both internally and externally.

VISION

To be recognised as making a positive impact in the way Industrial and Organisational Psychology is viewed globally through the education of HR and I/O practitioners around practical, robust, long term research based solutions.

News from the OPRA House**OPRA Cruises into 2008**

To celebrate a successful 2007, the OPRA team was treated to a day of fun and relaxation on the beautiful waters of the Wellington Harbour. As we cruised past Oriental Bay and beyond, we enjoyed good food, good wine, great hospitality and great company. The day promised to be one to remember, as all three offices joined together to unwind and share in the teams' success. With four new Psychological Advisors coming on board in the New Year, it was also a great chance for the new members of the team to meet their colleagues in an informal setting and to gain an understanding of 'the way we do things around here'. As the sun came out, the 'organisational norms' were soon set, as staff improvised a swimming costume and took a dip! All in all, the day was a reflection of the fun, vibrant and successful culture OPRA embraces.

**The Year Ahead**

This year will see more exciting product launches from OPRA Group Ltd. For GeneSys users we have the launch of iSupervise, a radical advancement in the area of on-line supervised testing. iSupervise allows for a candidate to be assessed remotely using voice and image over the Internet. Another advancement to GeneSys Online this year, is the introduction of GeneSys 360s. GeneSys 360 enables any organisation to conduct 360 surveys cost effectively inhouse. As always OPRA will be continuing with test development and have recently launched the Overseas Preparation Inventory (OPI), a test for preparing candidates for international assignments, to the global market. There is a further test being developed but we will wait for the data to come in before getting ahead of ourselves on that one!

2008 will also see the official launch of OPRA Survey (<http://www.opragroup.com/surveys/os.php>). OPRA Survey is a cost effective survey solution with multiple applications, and will allow you to deliver your next survey using the speed and flexibility of online technology. OPRA Survey is a product unique to OPRA Consulting and can be customised for any multiple source feedback (i.e. 360 degree survey), or single source feedback (culture, stakeholder or exit survey). Using OPRA Survey clients pay per project, minimising the need to invest in product upgrade charges, or licence fees.

OPRA are also looking at furthering international expansion and increasing overseas ties. Watch this space for more updates on this over the year.

OPRA PRODUCT RANGE

360 Degree Surveys

A fully-automated, customised 360 degree feedback system, enabling the set-up, administration and reporting to be completed online in a fast and flexible manner.

Assessment Centre

OPRA provide a wide range of 'off-the-shelf' assessment centre exercises. From entry level to executive roles, exercises can be found across a range of industries and disciplines.

Career Guidance Software

A range of tools to both facilitate discussion on future aspirations, as well as provide an insight into the range of careers that best match an individual's interests.

Data Solutions - STATISTICA

A leading-edge solution for integrated data analysis and data management.

Emotional Intelligence

Individual or 360-degree assessment via a comprehensive survey of one's ability to recognise, express, control, manage and understand others' emotions.

Job Analysis - CMQ

A comprehensive questionnaire designed to investigate all aspects of jobs, including the job itself, the knowledge and abilities required by the worker and the specific behaviours that lead to effective performance.

Psychometric Assessments

OPRA offers a wide range of ability, aptitude and personality assessments, which are designed to provide a fair, objective and cost effective means of assessing likely behaviour and job performance, in a wide range of settings.

Sonar6 Talent Management

Sonar 6 is a line of sight for senior management to view all talent in an organisation.

Skills Evaluation – Prevaluate

A skills evaluation tool for training needs analysis and pre-employment assessment. Evaluations include software skills, technical skills and clerical skills.

Work Wellness – PMI

The Pressure Management Indicator is a comprehensive measure of an individual's current sources of pressure and coping styles.

Afternoon at the OPRA

OPRA invites you to attend an 'Afternoon at the OPRA', a free educational seminar on a current, hot topic in the industry. The upcoming seminar will introduce you to OPRA Develop, a modularised training programme designed to proactively take your employees to the next level of performance. OPRA is excited to present the new OPRA Develop training programme together with a preview of the **Healthy Thinking** module, one of five key areas required for exceptional performance. Created by Dr Tom Mulholland (The Attitude Doctor), the Healthy Thinking® programme provides a set of tools that can be adopted by both individuals and organisations to increase staff engagement and employee satisfaction, as well as improving staff retention and workplace health and safety.

If you are interested in attending, please do not hesitate to book a place as seats are limited – to reserve your place, please contact your local OPRA office. The seminars will be held in Christchurch on 12 March, Wellington on 13 March, and Auckland on 14 March.



Introducing OPRA Develop

We are pleased to launch OPRA Develop, a modularised series of 2-day training programmes delivered by trained facilitators who are specialists in their field. Participants can pick and chose from any combination of courses, and receive accreditation towards an overall certificate in personal and professional performance mastery. The five training programmes are:

- **Healthy Thinking** - Developed by Dr Tom Mulholland and the Healthy Thinking Institute, this programme provides employees with the tools to manage thoughts, attitudes, emotions and behaviours. A Healthy Thinking culture can be adopted by individuals and organisations to promote efficiency through healthy relationships.
- **Resilience** – This programme raises employee awareness about how they experience and manage stress. By understanding stress and its impacts, employees can take a proactive approach to stress management using the physical, emotional, and psychological tools provided by this course.
- **Effective Communication** - We can define the characteristics of good communication yet rarely spend time examining the effectiveness and appropriateness of the communication habits developed over a lifetime. This interactive workshop provides a framework for creating and sustaining high quality interpersonal relationships through effective communication. The strength of the ABC Model is in its focus on awareness, behaviours, and consequences.
- **Emotional Intelligence** - This programme is designed to help participants learn about Emotional Intelligence (EI) in the workplace and in their everyday lives. The EI workshop brings together the latest research from Australia and overseas to assist individuals to learn and apply the principles of EI.
- **Self Esteem** - Self esteem is the basis of effective work performance. It is the ability to negotiate the world and its demands with self efficacy, integrity and with purpose. Self-esteem is the basis of quality leadership enabling people to develop accountability and responsibility on themselves and others.

JOIN THE OPRA COMMUNITY!

OPRA Community members have access to articles, software updates, discussion forums, presentations and more.

Join the OPRA Community through:
www.opragroup.com

THE OPRA TEAM

AUCKLAND

Tamara Packman
Manager Upper North Island

Grace Eadie
Administration/Training Coordinator

Tammy Simpson
Psychological Advisor

Marisa Witzel
Psychological Advisor

WELLINGTON

Sarah Burke
National Manager

Dr. Paul Englert
National Sales and Training Executive

Paul Wood
Psychological Advisor

Sue Sommerville
Psychological Advisor

Rose O'Sullivan
Receptionist/Helpdesk

CHRISTCHURCH

Teresa MacGregor
Manager South Island

Kaleena Muirhead
Psychological Advisor

ADMIN & SUPPORT STAFF

Hilary Blackledge
Accounts Administrator
Auckland

Maxim Zapryagaev
Accounts Assistant
Auckland

'OURIT'

Glenn Brown
Director - OurIT

Tim Howell
Product Development & Support Specialist

Introducing our International Associates: Jarrah Consulting



Continuing with the introduction of OPRA's international associates, we would like to introduce Jarrah Consulting; the sole distributor of the Psytech International assessment instruments in Australia. Jarrah Consulting are renowned for quality tailor-made solutions, and much like OPRA have a team of Registered Psychologists and HR Professionals who are dedicated to improving individual and organisational performance, satisfaction and growth. For further information on Jarrah Consulting and their offerings, please feel free to visit their website at <http://www.jarrahconsulting.com.au/>.

Latest Update from the OPRA House

- **A Warm Welcome!** We would like to send a warm welcome to **Tammy Simpson** and **Marisa Witzel**, who have recently joined the OPRA Auckland team as full-time psychological advisors.
- **Farewell to Amy-Kate:** We would like to send our **best wishes** to Amy-Kate Scott who has recently left the OPRA team. Amy-Kate plans to travel overseas, and will be completing her Masters Degree before she heads away.

Book Review:

Healthy Thinking: How to Turn Life's Lemons into Lemonade *Dr Tom Mulholland (2004)*

This book was written by Dr Tom Mulholland, a medical practitioner, who has learned techniques to cope with knocks and challenges in his own life. Through developing an understanding of his own coping mechanisms, Dr Mulholland has created Healthy Thinking concepts, so others can benefit from the positive attitude shift encouraged by Healthy Thinking. Written in a humorous, down to earth, and easy-to-read manner, this book is unique and thought provoking and will challenge you to change the way you think about day-to-day problems both in a work environment and a personal environment.

Upcoming Training

If you are interested in attending any of the courses below (or find out about our other available courses), please contact **Grace Eadie** at auckland@opragroup.com or **(09) 358 3233**.

COURSE	WELLINGTON	CHRISTCHURCH	AUCKLAND
Psychometric Test Administration (\$700 + GST)	5 th May 2008	3 rd June 2008	7 th April 2008
Psychometric Test Interpretation (\$2,400 + GST)	6 th , 7 th , 8 th May 2008	4 th , 5 th & 6 th June 2008	8 th , 9 th & 10 th April 2008
Psychometric Test Interpretation Stage 2 (Price Included in Stage 1)	9 th May 2008	9 th June 2008	11 th April 2008

For any further information regarding the content of this newsletter, please do not hesitate to contact Tamara Packman at tamara.packman@opragroup.com or call **(09) 358 3233**
Website: www.opragroup.com