

HR Strategy and Advice – Leading Private Development and Construction Company

Castle Group is a leading private development and construction company of residential projects in Sydney's North West Region.

As a growing business, we initially engaged Malcolm Peak from Peak Corporate Solutions to assist us develop some clarity over the strategy we needed to take to align the efforts and focus of our people with our business direction.

Our founders were (and are) very actively involved in the business, however to support business growth recognised that they needed to build a scalable structure and framework around them. Malcolm helped us understand how to prioritise our focus as a leadership team which included empowering a management group to free-up the founders to focus more on building our business, leaving many day to day operational decisions to the operational management team.

Malcolm's open, collaborative and approachable style allowed him to really understand the nuts and bolts of our business, which in turn allowed him to tailor advice and focus to deliver the outcomes we needed to grow.

His style and experience also allowed Malcolm to provide operational support on day to day people matters, which proved invaluable to us, and he is a resource we continue to utilise when we need an objective, external sounding board on people issues.

Malcolm's value to our business was as someone who could not only strategically provide advice, but also roll-up his sleeves and get into the detail. We would feel very comfortable recommending him to any organisation looking for someone who can really get into a business and understand the levers that will support business growth.

Deniz Esat
Program Manager