QUEENSLAND LEADERS | SETTING YOU UP FOR PEOPLE SUCCESS

5 HR AREAS to focus on in 2027.

Five things to do in the next 30 days to set up 2027.

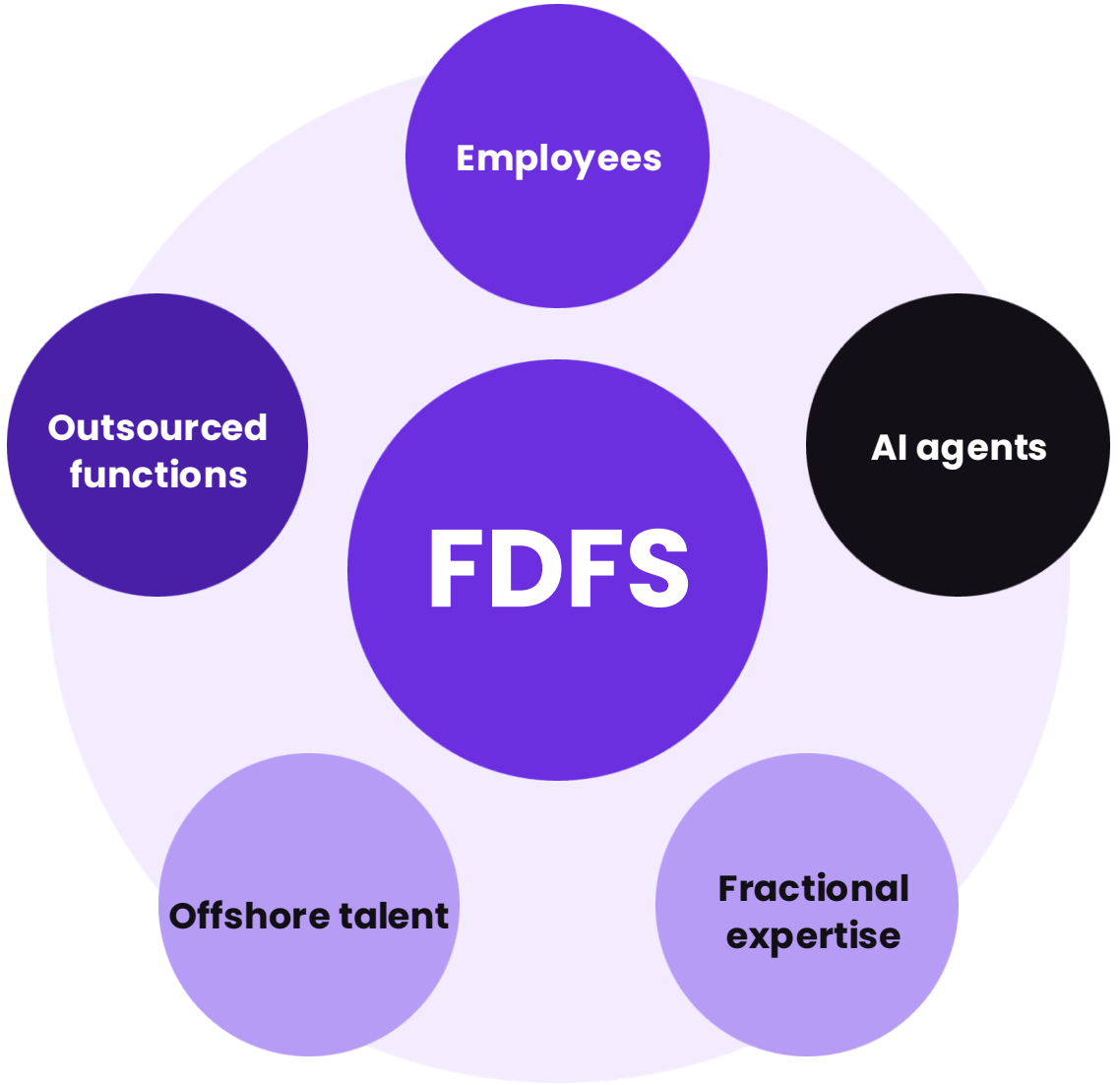
REFLECT. DREAM. CREATE. SOURCE. PROTECT.

Presented by Ben Watts | Thursday 12 November 2026

THE FDFS MODEL

Five sources.
One structure.

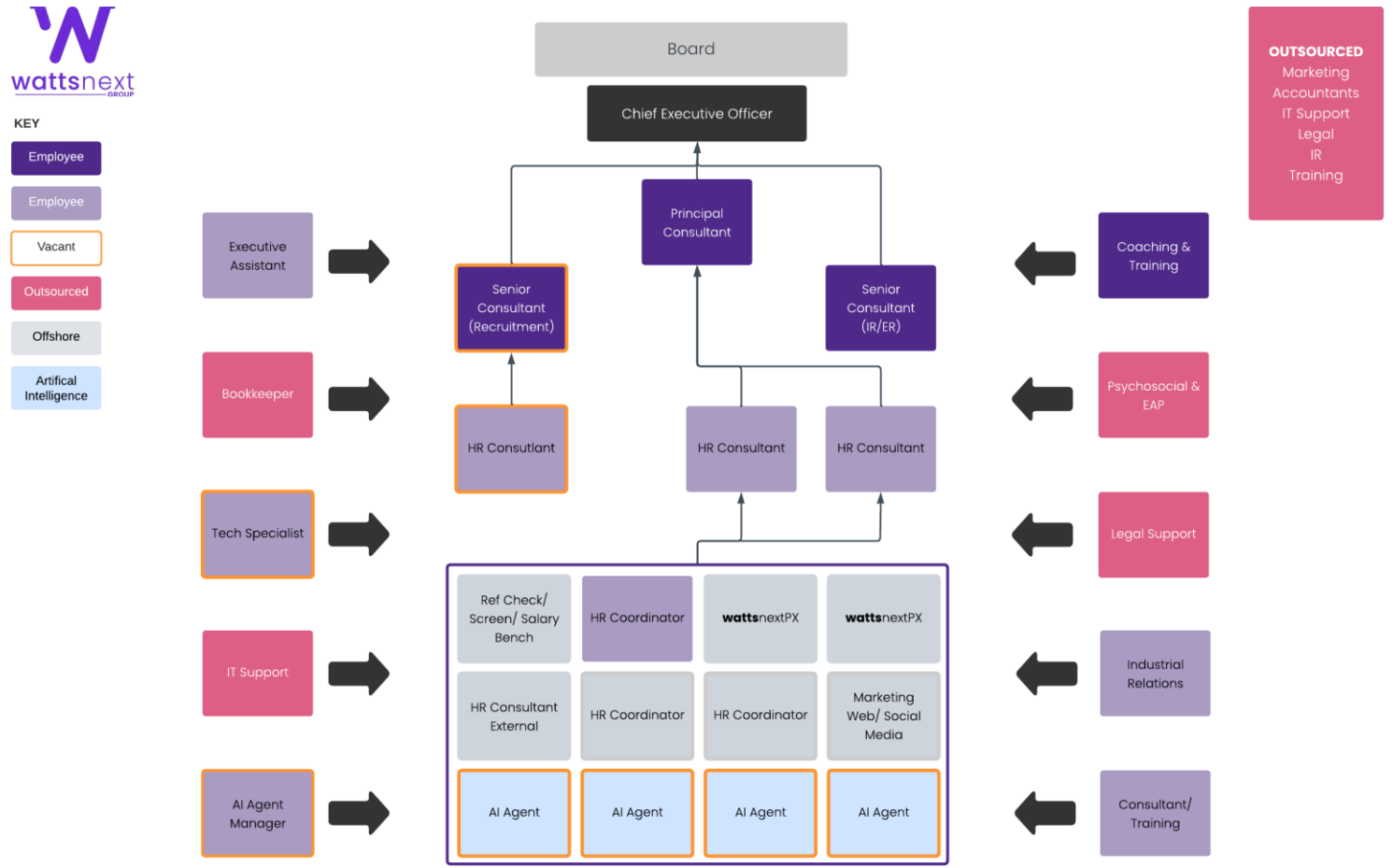
Instead of filling every function with a full-time hire, FDFS draws on the right mix for each piece of work, and flexes that mix as the business changes.



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THE FDFS MODEL

What it looks like at wattsnext.



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FDFS works.

BETTER
Agility

BETTER
Capability

BETTER
Capacity

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Christmas takeaways.

Excess annual leave strategy

28
At least 28 days' notice for shutdown periods

Set short-term goals

Respect at Work training (RAW)

Update policies

Don't over-promise and under-deliver

Celebrate success

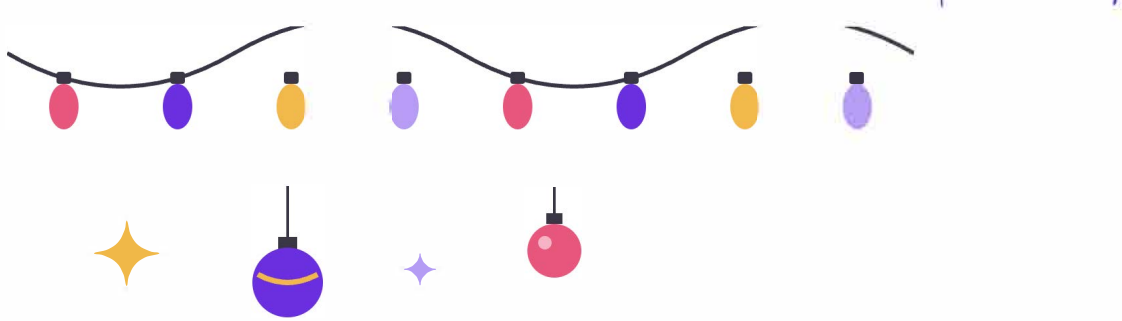
Feel accomplished closing out the year

Ask us for our Christmas leave and party memos.



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Christmas planner.



XMAS SHUTDOWN

- Check your award
- Give notice in writing (28 days for most awards)

LEAVE

- Check your award
- Reduce leave liability (if you can!)

PUBLIC HOLIDAYS

- Penalty rates apply
- Staff can reasonably refuse to work them
- Permanent staff are paid if it's a normal working day

XMAS PARTY

- Send the memo
- Have fun!

GIFTS

- Clients
- Suppliers
- Team (personalise where you can!)

PAY DAY

- Communicate any changes caused by public holidays

RECRUIT

- Don't wait until 2027
- Candidates are in the market now

NOTES

A well-planned last 30 days before Christmas will set you up for success in 2027.

Happy holidays from the team at wattsnext.

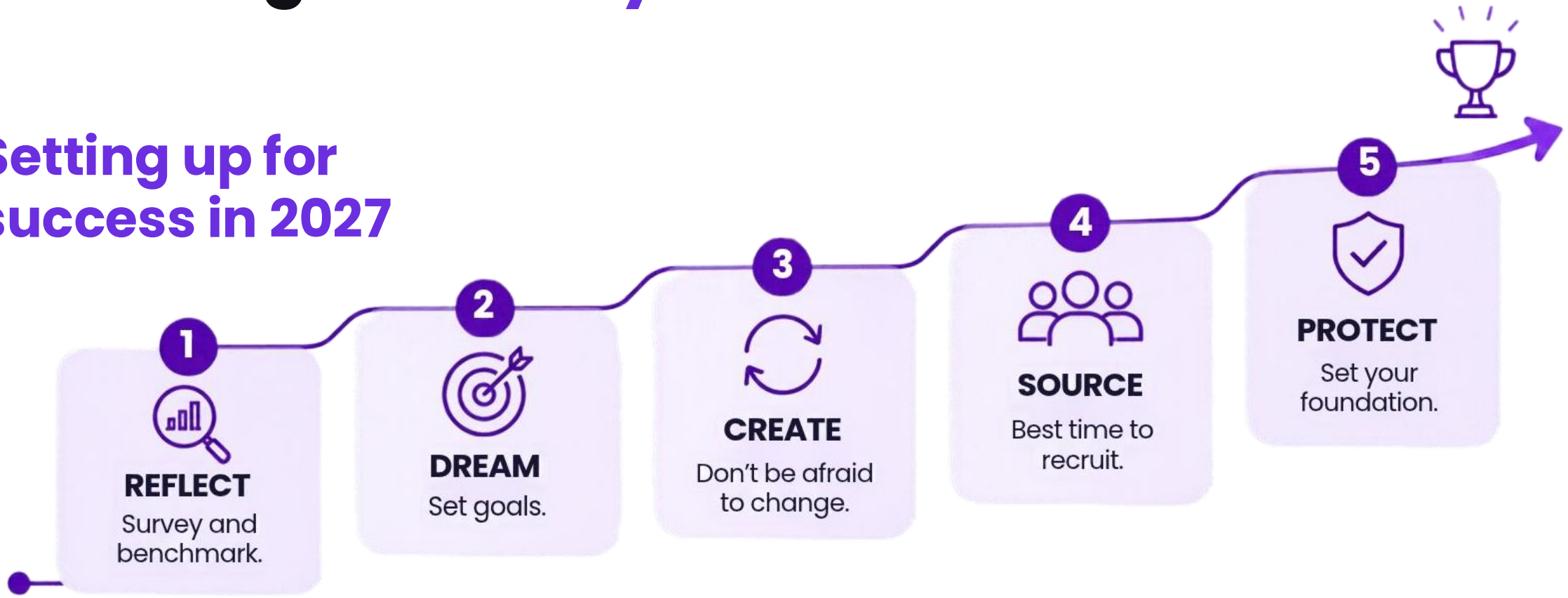
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QLD Leaders | 12 November 2026

YOUR TAKEAWAY

Five things in 30 days.

Setting up for success in 2027



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Reflect. Dream. Create.
Source. Protect.

Questions? Thank you.

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