**Total Human Capital Solutions**

A specialized Team of Consulting Experts providing Human Capital solutions in Organizational Development and People Management.

**Our Vision**

To be a leading provider of Human Capital Solutions

**Our Mission**

To support organizations to be future ready

**Our Values**

* Partnership
* Excellence
* Client Focus
* Professionalism
* Innovation

**Our Operations**

We have extensive experience in our areas of specialization across various industries. We are passionate about people and helping organizations succeed effectively and efficiently through their people!

We pride ourselves in providing Integrated Human Capital Solutions. Our focus is the design & development of appropriate organizational infrastructure (structures, systems, work processes, policies, and procedures) and development of people within organizations

We foster the development of appropriate structures that enable organizations to achieve optimum performance. We also strive to ensure that through our expert support, organizations employ effective people performance. All our solutions are leveraged on strong research and development.

**Our Value Streams**

We foster the development of future ready organizational cultures and workplace environments that enable organizations to achieve optimum performance. We develop human resources in organizations to achieve superior performance and productivity. We also strive to ensure that through our expert support, organizations employ effective people management strategies that contribute to superior performance. We have three main channels in our value proposition which seek to create:

* Business Direction
* Business Alignment
* Business Performance

Our solutions broadly fall into the following offerings:

**Strategy Solutions**

* Strategy Setting
* Strategy Monitoring& Evaluation Tools
* Performance Management
* Change Management
* Corporate Culture Alignment: “Culture by Design”
* HR Business Strategy
* Board Processes (Board Induction, Evaluation, Code of Ethics)

**Organization Solutions**

* Organization Structure Review & Design
* Job Design & Alignment
* Workload Analysis
* Job Evaluation
* Remuneration Structuring & Surveys
* HR Auditing & Alignment
* HR Policies & Procedures
* HR Management Support Services
* HR Automation
* Succession Planning

**People Solutions**

* End-to End Recruitment Services
* Workforce Planning & Optimization
* Talent Management
* Psychometric Testing
* Employment Due Diligence
* Skills Auditing & Alignment
* Employee Engagement
* Team Building & Team Performance
* People Surveys
* Industrial Relations Management
* Skills Development/Training Services

One of our key Service Channels under People Solutions is Learning and Development. We believe that when you develop your people, the quality of their input into work processes also improves. It is therefore important that organizations invest in Learning and Development. We have structured several L&D Programmes, targeted at enhancing the delivery capacities of People.

All our L&D Programmes can be customized to best meet every organisation’s unique circumstances and dynamics. We also engage Clients to diagnose and structure new Programmes that are organization – specific

**Outsourcing Services**

We support SMEs with professional full-service HR Management Solutions, enabling them to achieve optimum performance:

* Recruitment Services
* Employment Contracts Management
* Job Design and Job Description Writing
* Staff Outsourcing
* Managing Performance
* HR Policies & Procedures
* Payroll Management
* Capacity Building
* Professional Skills in SME Environments
* Enterprise HR Management Solutions

**Our Team**

We are a TEAM of seasoned Consultants – over 20 years of collective experience

* Well qualified in our areas of specialization
* Diverse local & regional/international experience
* Excellent Project Management skills
* Very strong R&D skills
* Driven by our passion for organizational efficiency & effectiveness
* Supported by a network of Experts

**Our Promise**

In supporting our Clients, we promise the following:

* Understanding the uniqueness of your business
* Using our collective experience to deliver customized solutions
* Delivering best practices in our areas of specialization
* Providing Integrated HR & OD solutions
* Our engaging consulting approach ensures our solutions bring real value to your business
* Our passion to deliver cutting edge insights

**Our Contacts:**

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