



HR Business Solutions

Value Proposition



PHELEKEZA
CULTIVATE • GROW • FLOURISH

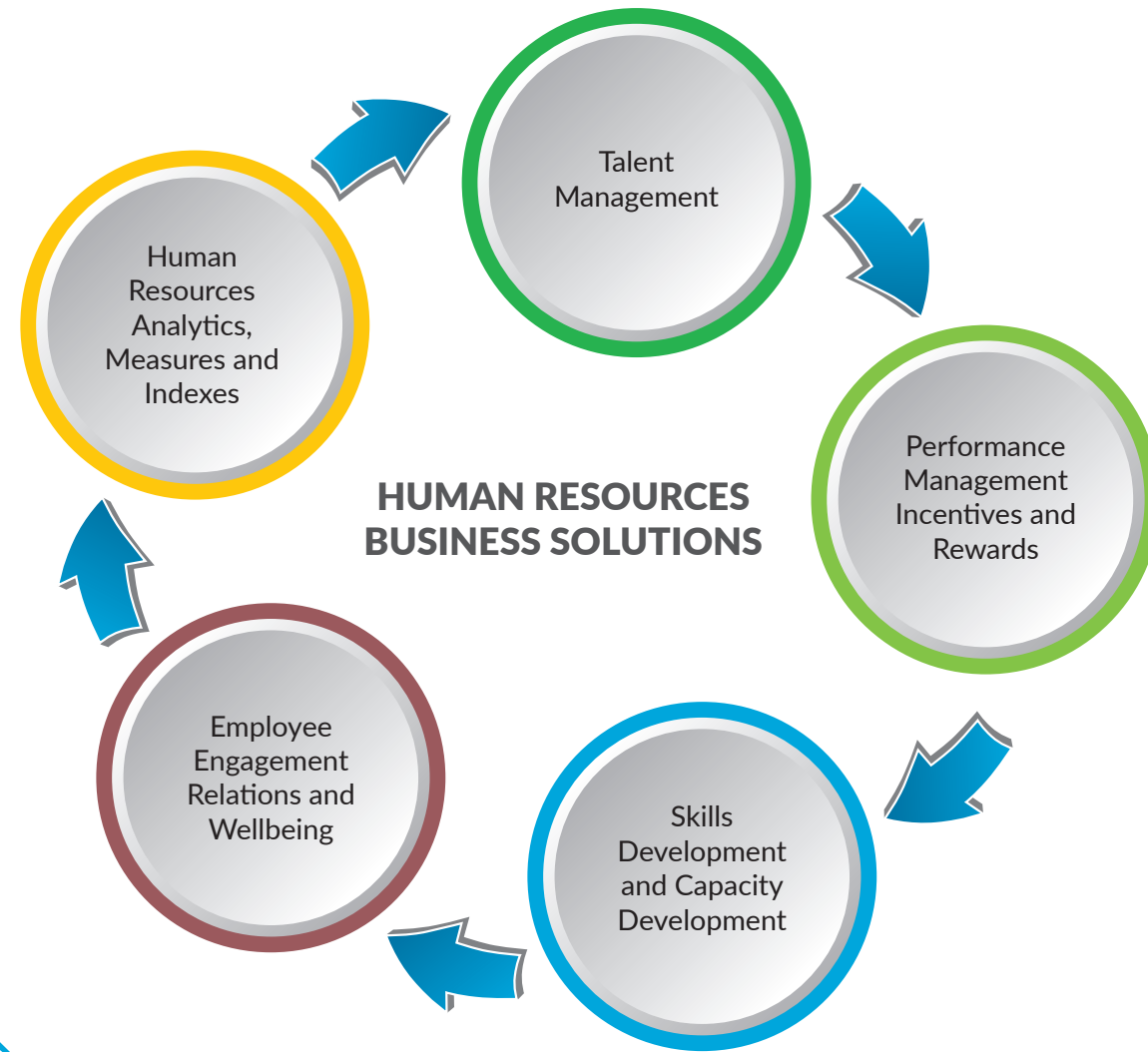


ABOUT US

Phelekeza is more than just another HR consultancy firm – we are a team of intellectual, driven and passionate individuals with the knowledge and innate desire to journey with our clients.

If we had to summarise our business in one word, we'd say "potential" – helping your business reach its full potential, finding people with potential to grow your business, and helping your employees fulfil their true potential. That's why we partner with our clients rather than work for them. We don't just walk a mile in your shoes, we walk as many miles necessary to fully understand, address and solve your unique challenges.

OUR APPROACH



PRODUCTS AND SERVICES



Talent Management

- Psychometric Assessments
- Succession Management
- Sourcing, Retention and Attraction
- Reward, Recognition and Appreciation.
- Job Profiling and Evaluation
- Employee Branding
- Employee Value Proposition
- Leadership Development and Coaching



Performance Management

- Performance Contracts
- Individual Development plans
- Balance Scorecards
- Performance Monitoring System



Employee Relations

- Grievance Process
- Disciplinary Process
- Code of Conduct
- Management of Poor Performance
- Labour Relations Act
- BCE Act



Rewards

- Incentives Strategy
- Reward and Recognition
- Consequences Management



Skills & Capacity Development

- Human Resources Development Strategy
- Workplace skills programmes and Plans
- Coaching and Mentorship
- Learnerships
- Employment Equity



Employee Wellness

- Wellness Strategy
- Wellness Programmes
- Employee Engagement
- Change and Transformation
- Diversity Management
- Employment Equity
- Workplace Forums
- Social and Ethics



HR Measures, Analytics and Indexes

- HR Reporting and Document Management(QMS)
- HR Customer Satisfaction Index and SLA
- HR Performance Indicators and KPA
- HR Business Plan and Action Plans
- Management of Employee Life Cycle
- HR Automation
- HR Policies, Procedures, Process and Audits

OUR COMPETENCIES



Human Resources Strategy

- HR Strategy Formulation
- HR Business Model
- HR Policy Formulation
- HR Process Design
- HR Value Chain Design
- HR Practice Design



Human Resources Tools

- Psychometric Assessment Tools
- Diagnosis Tools
- Organisation Development Tools and Templates
- Leadership and Talent Development Models
- Facilitation Tools
- Business Plans Tools
- HR Audit Process
- Change and Transformation Tools

BENEFITS OF WORKING WITH US

- National Support /Footprint
- Assessment Venues in all major cities
- An expansive and varied associates in varied discipline of HR
- Over 30 years of collective resources experience
- Wealth of resources experience in SOE, corporate as well as government HR practice
- Delivery at executive level



WHAT OUR CLIENTS SAY ABOUT US

A. Mareme Senior Manager, Human Capital Government Employees Medical Scheme

"Phelekeza has delivered good service in a very challenging environment and have delivered on our expectations in terms of reliability, flexibility, speed and production of good quality assessments. We have a contract with Phelekeza for the rendering of recruitment assessments and development services and we fully recommend Phelekeza as a reliable supplier"

T. Ferreira Training Manager - Nampak DivFood

"Phelekeza's response time and reports are excellent but what makes a big difference is the personal service. The opportunity to discuss relevant assessment batteries and the detailed feedback provides a professional service"



K. Ngoma Manager, Human Resources - MOLPRO

"Phelekeza is a dynamic firm which has provided us with exceptional service. The quality of their assessments, as well as the after-sales service we receive from them is excellent. It is evident that they take pride in what they do and we have no hesitation in recommending them as they've gone beyond what we expected of them as an Assessment centre"

P. Mushwana Human Resources Manager - The Mvula Trust

"Phelekeza provides exceptional and professional recruitment assessment services. They have been keenly responsive to our numerous and at times urgent requirements. We fully recommend Phelekeza as a reliable, flexible and responsive service provider for your recruitment and development assessment needs"