

The Effectiveness Company Human Capital Solutions



“Everyone according to their talent and every talent according to its work.” -French Proverb

The Effectiveness Company’s world-class Resource services free up valuable management time and energy to be better spent on strategic planning initiatives that add more value to the company, rather than general HR administration with all of its many complexities and details.



EFFECTIVENESS COMPANY

The Challenge

It is without question that today's leading companies consider their people to be their most important asset. However, as they focus on tactics and strategies that impact corporate performance, profitability and shareholder value, HR executives struggle to maintain the capacity to effectively manage the day-to-day functions of the HR department - including nurturing, catering for, and keeping hold of their most prized possessions - their people.

The pressure has increased on organisations to find the right people, induct, train, deploy and direct these resources, and then to ensure they are managed in accordance with evolving company policy and national legislation. The role of the HR department has shifted towards a more strategic role in the implementation of company strategy, leaving less focus, and time, for managing daily HR activities, HR executives are turning to The Effectiveness Company to effectively manage their company's day-to-day operational human resource activities.

The Solution

The Effectiveness Company's end-to-end, integrated HR outsourcing solution provides a single delivery capability to all areas of HR administration and management. Employees are also better served through a single point of contact for the range of services being offered.

By outsourcing or insourcing through The Effectiveness Company's HR management operation, the customer benefits from proven, IT software and methodologies, thereby leveraging The Effectiveness Company's competency, people, systems, and economies of scale. The Effectiveness Company ensures that the organisation's performance expectations are exceeded and that the return from the Human Resource strategies are maximised.

The Effectiveness Company's HR solution delivers:

- Integration of the HR process.
- Focus through one service provider on bottom line objectives.
- Consistency of service throughout the HR administration and management chain.
- Reduced operating costs.
- Increased quality of operation and enforced compliance with legislative requirements.
- Service to employees.
- Best practice tools, methods and systems for self-guided implementation.

The Benefits

Outsourcing or insourcing via The Effectiveness Company's Human Resource services impacts positively, in the long-term, on an organisation's bottom line. Additionally, industry expertise, proven methodologies, and simple software, enhance the management of high caliber staff, ease the administration flow, and add flexibility. Other benefits also include:

- Automated sourcing and online administration systems which control rising costs.
- The replacement of fixed costs with variable costs.
- The provision of industry "best practice" recruiting and selection systems.
- Access to an experienced HR Team with a pool of resources, brought in as required.
- Flexibility of staff complement in accordance with seasonal needs.
- Overall employee costs are kept low (taxes, benefits, etc.).
- The constant availability of experts to handle legal aspects of HR.

- Technologically advanced resources provide the latest in cutting edge technology without the need for investment.
- Focus on the alignment of recruiting, selection and other HR practices so that employees and managers are immediately operational to meet business challenges.
- Overall improved efficiency and day-to-day operations control.
- Best practice tools, method, and systems for self-guided implementation.

The Services

The Effectiveness Company provides solutions that focus on delivering operational excellence through daily management of areas such as recruitment, induction, skills development, IR related issues and the like. These include:

- Recruitment.
- Assessment.
- Database management.
- Contract administration and reference checking.
- Writing, designing, and delivery of induction programmes.
- Intervention management.
- Industrial relations.
- Performance management.
- Payroll administration.
- Terminations.
- Skills levy compliance.
- Skills development.
- Scheduling & deployment of personnel.

Through the use of IT software and methodologies:

- Increased quality of operation and enforced compliance.
- The Effectiveness Company manages all of these services and processes legislative requirements with total quality assurance to provide Predictable Outcomes™.
- Service to employees (controlled results pertaining to a particular output as determined).
- Best practice tools, methods and systems for self-guided implementation by the client. Through The Effectiveness Company's Reporting and Red Flag systems, the client is provided with accurate information and data, instantaneously informing and alerting the client of possible issues or problems.



EFFECTIVENESS COMPANY

Po Box 32662, Kyalami, 1684
10 Monte Carlo Crescent, Block 31a,
Kyalami Business Park
Tel: +27 11 513 5300
Fax: 086 556 2602
www.effectivenesscompany.com