

# emergence

HUMAN CAPITAL

CONSULTING

REWARD

SURVEYS

OUTSOURCING

HR TECHNOLOGY

LEARNING ACADEMY

COACHING



Human Resource Consulting | Reward Consulting  
Surveys | Human Resource Technology | Outsourcing  
Learning Academy | Coaching



# emergence

## HUMAN CAPITAL

Emergence Growth is a specialist Human Capital, Reward and Learning solutions provider. We specialise in enabling greater performance by assisting organisations to better attract, reward, engage, develop and retain highly talented people. We base our solutions design on a deep set of research and IP within various areas of expertise. Strengthened by a network of offices across Africa and underpinned by appropriate skills, tools, technology and resources, we offer lasting solutions for your most complex and pressing problems.

We understand the importance of getting the right people in the right place at the right time – a critical part of our success is matching the skills of our consultants to the requirements of each client, for each component of work, in every project.

## DELIVERING RESULTS

### CONSULTING

Our Consulting services provide you with the best-of-breed solutions, tailored to your unique business. Using proven methodologies, your Human Capital return on investment is maximised.

**We offer:**

- ▶ Human Resource Strategy;
- ▶ Organisational Design | Re-engineering;
- ▶ Board Evaluations;
- ▶ Human Resource Audit;
- ▶ Change Management;
- ▶ Human Resource Policies and Procedures;
- ▶ Talent Management;
- ▶ Performance Management;
- ▶ Labour Relations Advisory;
- ▶ Job Evaluation | Grading;
- ▶ Job Profiling.



# emergence

## OUTSOURCING



- Recruiting
- On-boarding



- Human Resource Administration
- Day-to-Day



- Performance
- Learning



- Payroll
- Compensation and Benefits

Outsourcing has evolved from a creative concept to a proven business solution. Many companies today outsource multiple Human Resource processes to a single provider - saving money, transforming their delivery model, creating a more strategic Human Resource function and providing improved service to their workforce.

Our Outsourcing division provides an end to end Human Resource service. Clients are able to outsource part or all of their Human Resource activities across Africa. This division is supported by unique Human Resource technologies, with a strong emphasis on delivery and improved decision making through Human Resource data and analytics.

# QuikHR™

NEXT GENERATION HR TECHNOLOGY

QuikHR is our suite of web-based HR technology. Designed to be easy to use, whilst delivering reliable and valid results in a cost effective and timeous manner. We take pride in knowing that the base methodologies in each system are best-of-breed, supporting and developing your organisation every day.

## RewardExpert™

An accurate and easy to use Total Reward system, offering live data that will assist in setting appropriate pay levels, performing pay analysis, mitigating legislative risk and addressing pay anomalies, across several industries and countries.

## QuikProfiler™

Helps you make sense of the profiling procedure and streamlines the job profile writing process effectively.

## QuikEval™

Uses the Paterson method of job evaluation as a basis. The primary purpose is to relate levels of complexity which both management and workers find reasonable, equitable and fair.

## QuikSkills™

A web-based Skills Audit System which uses Competency Management principles as a basis.

### GLOBAL SALARY SURVEYS

Indigo, TCM, McLagan

# emergence

## LEARNING ACADEMY

Our Learning Academy provides high quality learning opportunities, designed around individual and business needs.

We are centred on the delivery of outcomes, demonstrated by the increased competence and performance of learners.

We provide end to end learning solutions, from the design of appropriate materials, to the delivery and ultimately awarding qualifications to learners. We have a number of learning solutions that learners can use at any stage in their career. Our in-house learning programs can be customised according to specific requirements.

### We offer:

- ▶ Skills Audit;
- ▶ HR Standards;
- ▶ Leadership;
- ▶ Recognition of Prior Learning (RPL);
- ▶ National Human Resource Diploma;
- ▶ Customer Service;
- ▶ SETA Accredited short courses;
- ▶ Reward Certifications (CCM and CGCP);
- ▶ Job Profiling, Job Evaluation, Project Management and more.



## COACHING

We help clients build and sustain a culture of strengths, through their people and teams. From aligning leaders around a shared vision and providing coaching for managers to taking employees through an assessment, we use proven strategies to bring out the very best in people.

### We offer:

- ▶ Individual coaching;
- ▶ Leadership coaching;
- ▶ Understanding your strengths workshop;
- ▶ Team dynamics workshop;
- ▶ Coaching for managers.



+27 (0)11 026 3442

## REWARD CONSULTING

Innovative Reward Solutions

Our Reward Consulting solutions provide you with the latest, most innovative thought leadership in this specialised field.

### We offer:

- ▶ Reward Strategy;
- ▶ Incentive Scheme Design (STI and LTI);
- ▶ Outsourcing | Secondment;
- ▶ Cost-to-company Conversion | Package Structuring;
- ▶ Equal Pay Audit;
- ▶ Expatriate Management - Build-up, policy, COLA;
- ▶ Recognition;
- ▶ Employee Engagement Strategy;
- ▶ Employee Benefits Audit;
- ▶ Pay Scale Design;
- ▶ RemCo Advisory.

## GET AHEAD OF THE PAY CURVE

Our consultants are leading specialists and have developed hundreds of solutions across a number of industries across Africa.

## emergence

SURVEYS

Our surveys provide your business with market intelligence, enabling strategic decision making and tactical optimisation of resources. Getting in touch with your employees, the market and business requirements has never been more critical to business success. Emergence Growth is a leader in all areas of survey intelligence gathering and analysis.



**3500+ Employee Engagement**



**600+ Non-Exec Director**



**180+ Cost of Living**



**180+ Global**



**850+ Benchmarks**



**54 Africa**



**10+ Industries**

### We offer:

- ▶ Africa Surveys and Emerging Markets;
- ▶ Global Salary Surveys;
- ▶ Industry Specific;
- ▶ Customised Survey;
- ▶ Salary Benchmarking;
- ▶ Executive Remuneration;
- ▶ Cost-of-Living;
- ▶ Employee Engagement Surveys;
- ▶ Non-Executive Director.

RewardExpert

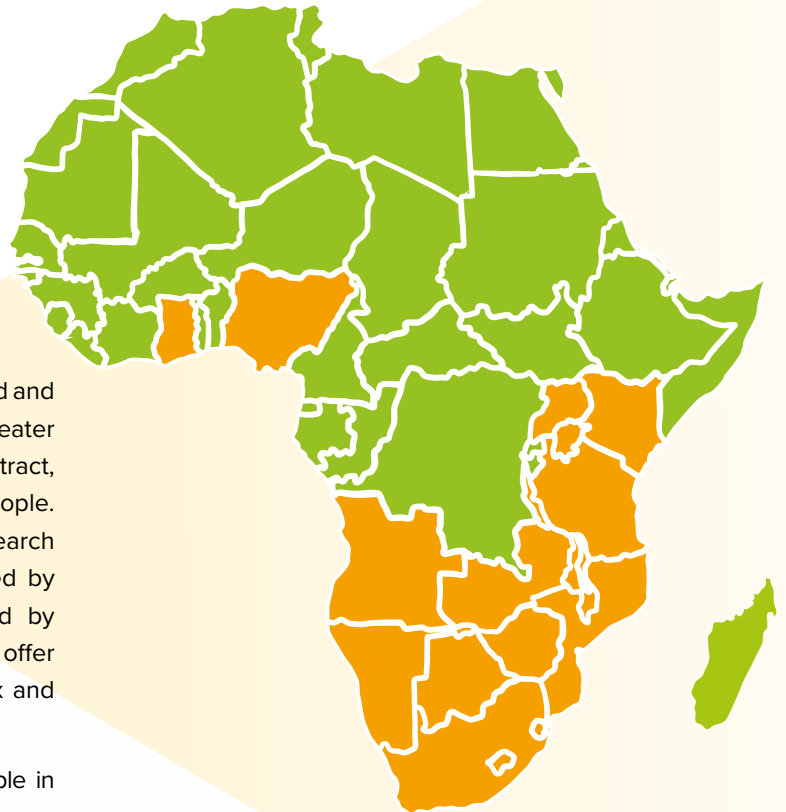
## REACH and CAPACITY

### Human Capital

- ▶ Human Resource Consulting;
- ▶ Reward Consulting;
- ▶ Surveys;
- ▶ Coaching;
- ▶ Outsourcing;
- ▶ Learning Academy;
- ▶ HR Technology.

Emergence Growth is a specialist Human Capital, Reward and Learning solutions provider. We specialise in enabling greater performance by assisting organisations to better attract, reward, engage, develop and retain highly talented people. We base our solutions design on a deep set of research and IP within various areas of expertise. Strengthened by a network of offices across Africa and underpinned by appropriate skills, tools, technology and resources, we offer lasting and pragmatic solutions for your most complex and pressing problems.

We understand the importance of getting the right people in the right place at the right time – a critical part of our success is matching the skills of our consultants to the requirements of each client, for each component of work, in every project. If you would like to see testimonials of our work, please let us know.



● Office | Full Service | Data      ● Data | Fly-in

## OUR BUSINESS PARTNERS and ASSOCIATES



## emergence HUMAN CAPITAL

- ▶ +27 11 026 3442
- ▶ +27 86 766 8598
- ▶ info@emergencegrowth.com

[www.emergencegrowth.com](http://www.emergencegrowth.com)

A Level 2 B-BBEE Contributor (SA)

## ASSOCIATIONS



Follow us: @emergencegrowth