

PEOPLE ADVISORY

ABOUT US



INTRODUCTION

Whether you're looking to shift human behaviour, improve performance, manage disruption, increase motivation or enhance employee experience, our team supports businesses to unlock their competitive advantage through **People insights**, creating happier, healthier, *future-fit* organisations.



WHAT WE DO

Our people equip your people for the future of work

Organisations driven by a purpose bigger than money, those that see their people as **Value Centres** not Cost Centres, out - perform their competitors in terms of customer loyalty and employee engagement which leads to greater long-term value.

Our consultants are experienced professionals, made up of Industrial Psychologists, Management Consultants, and Agilists, focused on delivering quality solutions with a developed psychology in human performance and a highly client centric mind set and approach.

Unlike off-the-shelf products and rigid consulting approaches, our team partners with our clients to create and implement tailored, sustainable people-focused solutions that meet their needs and ensures happier, healthier organisations.

Our solutions focus on interventions at the Organisational, Team and Individual level, as well as across the Talent Management landscape.

Our Purpose

To be the go-to People partner, recognised for providing both traditional (best practice) and innovative (next practice) People-focused solutions. To transform organisations by providing people solutions that achieve business growth and recognition as an employee of choice.

OUR SOLUTIONS



OUR SOLUTIONS

We collaboratively design solutions to support our clients that may be struggling with any of these common problems:

Project delays, missed milestones and project failures

Budget overruns and rework

Loss of talented employees

Low customer satisfaction

Ineffective processes/policies/procedures

Low employee morale/motivation

Employee skillsets misaligned to future fit expectations

Team conflict/miscommunication

Ineffective leadership

Low employee productivity/engagement

Our Solutions will:

Shift Human Behaviour

Increase Motivation

Manage Disruption

Increase Performance

Happier Customers

Enhance Employee Engagement

Reduce Costs

Fast Interactive Transformation

Sustain, Agile Change

Increase Revenue and Growth

ENABLEMENT SOLUTIONS

As partners invested in our clients success, we co-create masterful, custom-fit niche people solutions, focusing on 4 main themes. These purposeful elements assist in empowering your people to deliver optimally, which in turn reduces risks, reduces costs, reduces time to execute and increases return on investment.

These fine brush strokes develop a positive, affirmed internal image avoiding dismissive generalisation and ensure happier, healthier, flourishing organisations.

Talent Management

- Employee Recruitment
- Employee Selection incl Psychometric Assessments
- Assessment Centres
- Competency Based Interviews
- Employee Development incl Psychometric Assessments
- Employee Performance and Potential
- Performance Management

Organisational Interventions

- Organisational Change Management / Enablement
- Organisational Development
- Organisational Design
- Culture and Wellness Assessments
- Employee Experience
- Reward and Recognition
- Job Profiling and Descriptions
- Succession Planning
- Communications
- Change Centre of Excellence

Team Interventions

- Team Effectiveness
- Resistance Management
- Team Development
- Remote Working – Now Normal – Individuals, Teams and Organisations
- Leadership Interventions
- Behavioural Change
- Capability Development

Individual Interventions

- Psychometric Individual Performance Coaching
- Leadership Coaching and Development
- Psychometric Assessments
- Psychological safety

OUR OFFERINGS



CHANGE MANAGEMENT AND ENABLEMENT

Our specialist change managers partner with our clients to transition individuals, teams, and the organisation from a current state to a desired future state. This is done by preparing, equipping, and supporting your people to successfully adopt change in order to drive organisational success and outcomes.

We leverage best practice from Traditional Change & Lean Change Management ensuring successful transformation in an ever-evolving environment to address any change in your organization.

PLANNED CHANGE

Planned and deliberate change as a result of collective intention and active planning. e.g. change in strategy, new technology, process, skillset or restructure.

EMERGENT CHANGE

Spontaneous and unplanned, reactive changes. e.g. external factors impacting an industry, economy including competitor behaviour, audit results.

IMPOSED CHANGE

Involuntary changes related to industry or social/ political landscape. e.g. new legislative and regulatory requirements, compliance

HOW CAN WE HELP?

ORGANISATIONAL DEVELOPMENT AND DESIGN

A team of skilled Industrial and Organisational Psychologists work collaboratively with our clients in the design of effective organisational models, structures and talent profiles that enable customer orientation, business strategy and operating practices. It is an application of tools, methods, frameworks, technologies and processes to make your entire organisation more productive, innovative and profitable. Organisational Development & Design is an ongoing, systematic process of implementing positive and effective organisational changes.

COMMUNICATION

Development and execution of end-to-end customized and effective communication plan and internal marketing campaigns and/or initiatives that will support any change projects and/or product launches that employees will need to be made aware of. Our management consultants are experienced in the art of communication, making use of engaging, collaborative and effective tools in order to bring the message to the people, whether face to face, electronically or across a hybrid collab.

CULTURE AND BEHAVIOUR INSIGHTS

Utilising tools and techniques our team work with our clients to understand the meaning of “culture” and ascertain their current culture, aligned to the values and purpose of the organisation. Strengths, weaknesses and gaps are identified and through expertise we will unpack and provide insights into the current culture, utilising online tools, dipsticks, assessments and surveys we provide sound insights to the as-is and desired to-be processes, highlighting areas of strengths, and development, acknowledging human behaviour and stress indicators.

HOW CAN WE HELP?

TEAM AND LEADERSHIP EFFECTIVENESS

We offer expertise and solutions in team effectiveness, leadership alignment as well as coaching and mentoring techniques and skills. We can assist with assessing leadership gaps and design leadership development plans as well as align leadership strategy with business strategy. We assist with driving and reinforcing team cohesion to ensure the effective achievement of the necessary goals and objectives.

ORGANISATIONAL DEVELOPMENT AND DESIGN

We support our clients by building internal capability through imparting skill and knowledge in technical change management, soft skills and meta-skills that will both upskill and empower your people with the understanding of best practice. Our approach to managing change flexes traditional methods of successful transformation with agile methods tailored to your specific needs.

PEOPLE AGILITY

Redefining and optimising HR practices and delivery. Enablement of human resources functions through assessment, realignment and leader coaching. Working with your leaders and HP team to build a healthy and engaged workforce, providing bespoke solutions to support your individual business needs.

HOW WE DO IT

In an era of disruption, it is vital that organisations have the right skills in order to adapt and adopt to change quickly in order to succeed. We support our clients in developing and enabling their workforce to drive productivity, value, and measurable results. We also support people by creating the ideal employee experience and climate where they can be their best and thrive.

Our skilled and diverse People Advisory consultants are dedicated to transformation by working with people, teams, and leaders within organisations to design, implement, and sustain performance-gearred initiatives. Our team of people are well equipped on multiple interactive and exciting tools to drive, deliver, and enable change within a hybrid and/or remote working environment and to co-create and implement solutions and initiatives to meet our clients' strategic objectives.



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