



# THE HR & IR CONSULTANCY

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*Grey Matters · Ziyagezana*



## OUR PURPOSE

We partner with clients in an EPIC journey through an integrated range of HR and IR services which are Ethical, Participative, Inclusive and Collaborative.

## OUR PROMISE

- **To be trusted advisors**, who listen and understand the needs of clients with whom we seek to build long-term relationships;
- **To deliver on our promises**; our commitments are realistic and implementable;
- **To be highly ethical** – do what is right, following both the letter and the spirit of the law and provide independent advice and services;
- **To be agents for positive change**;
- **To make a difference** in the workplace and in our society, and
- **To be professional** – we offer a strong network of experienced and dedicated professionals who are committed to providing workable and implementable solutions.



## OFFER—3 LEGS

### Strategic—

setting the HR and IR compass to align with the business imperatives

### Tactical—

navigating the journey with policies and procedures and best practices

### Operational—

attending to the implementation – this entails planning to get there, ports of call and the measurable stepping stones. Our approach is to deepen mutual relationships in the workplace by inviting stakeholder input in strategic and operational issues.

## THE HR AND IR CONSULTANCY COMPASS

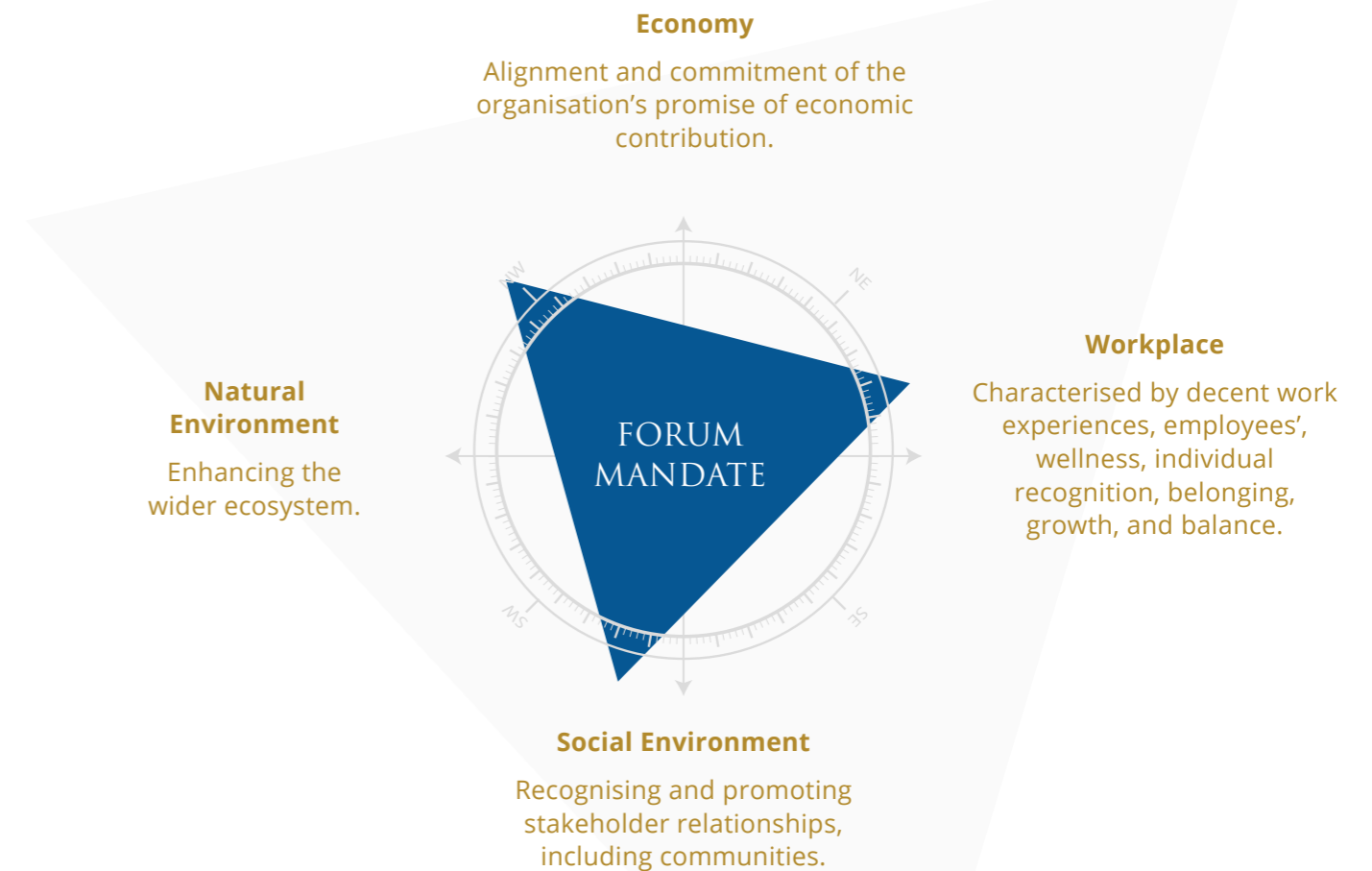
We advocate a stakeholder model that takes into account the interests of employer, employees, communities and environment.

The model through which to achieve this is likely to evolve and depend on specific circumstances such as whether the workplace is organised or non-organised.

We believe that the ethical promise of organisations is to be experienced by employees in the design and application of HR and IR policies and practices. A sense of belonging and inclusiveness (and alignment) will flow from employee's input on strategic and operational matters that affect them.

An appropriate forum in which to facilitate consultations and participation will be tailored according to individual circumstances.

The agenda or scope of the forum (and the areas of our services) can be modelled on the following charts or diagrams.



*A team of people using tactics, strategy, timing and multiple resources to reach a destination and achieve a goal!*

### Economy-Positive Contribution

- Ethical culture as key to performance values & behavioral protocols
- Ethics management & governance
- Leadership that is ethical, inclusive & transparent
- Business literacy & disclosure

### Workplace

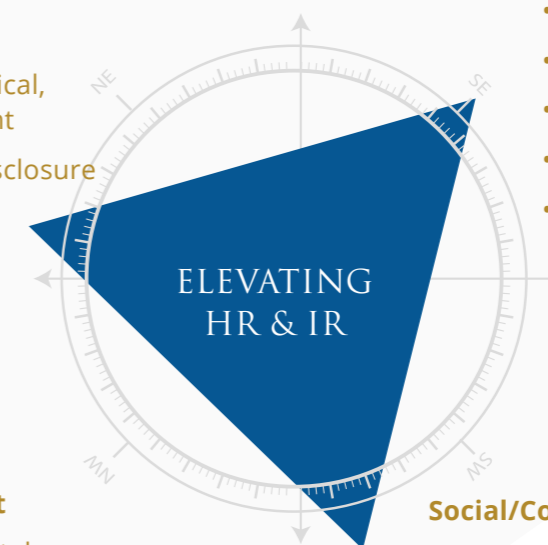
- Labour & employment laws-compliance
- High performance & productive
- Decent work(ILO)alignment
- Embracing ILO conventions
- Living codes of good practice
- Collaborative Collectivism
- Best practice dispute resolution

### Natural Environment

Investing in environmental initiatives and encouraging employees to be green ambassadors.

### Social/Community Environment

- Impact of business on people/communities
- 4th Industrial Revolution changes, risks, and opportunities
- Community Development through employer/employee collaboration
- Harnessing disabled persons.



## OUR TEAM AND SERVICES

We have a highly experienced team of professionals with specific working knowledge of most economic sectors within South Africa and Southern Africa.

Our cost structure allows us to offer a top service at very competitive rates.

Our network of professionals allows us to cover a wide range of services aligned to the frameworks mentioned above and to undertake multi-disciplinary assignments.

## FIND US AT

**Address:** 59 Jellicoe Avenue, Corner: Reform Avenue, Melrose, Johannesburg, 2196

**Postal Address:** P.O.Box 55311, Northlands, 2116

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

