



SIVUNILE



company
profile

"Delivering empowered people management solutions".



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BACKGROUND

Sivunile Business Solutions (Sivunile) is a 100% black owned entity, established to provide a consulting function to businesses on their people management strategies. We use all the principles of business consulting to create value for our clients.

Sivunile places a high degree of professionalism when going about normal business. This is brought about by experience of the team which spans from various institutions from both the private and public sectors. We also uphold a high ethical culture in all our business dealings and processes for the benefit of all our clients.

The company focuses on business success:

- People Management Strategy Development and Facilitation,
- Recruitment and Response Handling,
- Business performance management,
- Employment Equity and transformation,
- Performance management,
- Coaching and mentoring, and
- Social and Labour Plans.

The company is driven by delivering Return on Investment (ROI) on all projects and assignments.

THE COMPANY VISION

"Bringing talent, insight, technologies and capacity to assist our clients to build core competencies for a strategic advantage".

THE COMPANY VALUES

PROFESSIONALISM

We provide consulting services in the most professional manner

DELIVERY ON TIME AND IN FULL

We promise to deliver solutions and interventions "on time and in full".

COMMUNICATION

We maintain regular and meaningful contact and liaison with all our clients.



PRODUCTS AND SERVICES

Product Area	Framework Application
People Management Strategy Development and Facilitation	Design of human resources management Implementation plans and actions Evaluation and continuous improvement
Product Area	Framework Application
Recruitment and Response Handling	Response handling Headhunting Short term placement assignments Recruitment and Selection
Product Area	Framework Application
Business Performance Management	Setting of Key Performance Areas Setting of review criteria Provision of feedback
Product Area	Framework Application
Employment Equity and Transformation	EE Audits and organisational diagnostics Development of compliance framework Development of compliance committees EE Training and capacity building
Product Area	Framework Application
Performance Management	Setting of individual Key Performance Areas for employees Development of individual performance contracts Provision of framework for review
Product Area	Framework Application
Coaching And Mentoring	Development of coaching programme and implementation Sourcing and provision of coaches Implementation of coaching/mentorship infrastructure
Product Area	Framework Application
Social Labour Plans	Drafting of social labour plans Performance of social and labour plans audits SLP progress reporting Mining charter compliance management

GUIDING PRINCIPLES

As with any project or activity in development, it is imperative to highlight Guiding Principles which have the sole aim of increasing Organizational efficiency and health through planned interventions. These Guiding Principles would have to be considered at all times throughout all the phases listed under (4). The principles are highlighted below and they carry a brief narration that emphasizes the benefits and appropriations.



COLLABORATIVE PARTICIPATION

It is imperative for any employer of business to obtain the buy-in of all stakeholders who maybe be affected by any proposed change. Such involvement should be meaningful and constructive and should give adequate opportunity for them to present meaningful presentations.

The aim is to integrate them with the process so that they have a direct contribution to the outcome. This is especially important during the implementation phase of any recommendation as they may serve as the change agents required to facilitate the change.

PERFORMANCE FOCUS

It should be borne in mind that part of any intervention required where employee and work design systems will be affected needs to always consider the principles of performance management on all systems, structures and mostly people or employees.

OPPORTUNITIES BASED

Any change intervention promotes direct and indirect opportunities and these may range from designing new work systems to refocusing of activities for the other departments which may have been interlinked which the area being modified.

SYSTEMS APPROACH

In pursuance of optimum efficiency and all the other principles listed above, it should always be considered such that any impact on one department will have impact and influence either directly or indirectly on other departments just as any work method will have impact on other work methods.

Therefore, the consideration of this principle will assist in focusing the design of structures and new work methods in order to have maximum output for effectiveness and efficiency.

CONCLUSION

Sivunile uses best practice in the development of people management and compliance strategies. The experience of the team ranges from public and private institutions (predominantly mining).

CONTACT DETAILS

SIVUNILE BUSINESS SOLUTIONS

Office: 011 679 1693

Tel: 083 857 9542

Cell: 083 268 1999

Fax: 086 568 8388

Email: Info@sivunile.co.za

Website: www.sivunile.co.za

Physical: 4 Willem Wynant Plance, Constantia Kloof, Roodepoort, 1709

Postal: P O Box 737, Barberton, 1300

Postnet Suit 562, Private Bag X09, Welterverden Park, 1715

