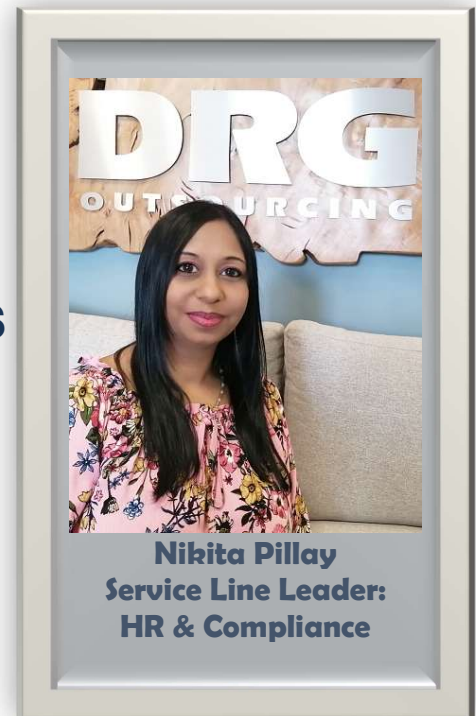




Article:

REBUILDING HR FOUNDATIONS AND SUPPORT WITH COVID19TERS APPLICATIONS

Prepared by DRG Outsourcing



REBOOTING FOR SUSTAINABILITY – post COVID-19 Lockdown

Getting your business back to its optimum operating level ... and beyond!

Rebooting for Sustainability starts with a focus on your “new business plan” and how your staff and teams will mobilise that plan.

We as HR Practitioners are ready and able to help business leaders implement their business strategies, helping to create productive, engaged, compliant and sustainable organisations.

As we emerge from the COVID-19 Lockdown, and having had the opportunity to think about the future of our organisations, we as business leaders are likely to have concluded that our businesses are in a far more vulnerable position than we were before the Lockdown. We have also recognised that we need to ensure the sustainability of our organisations as a top priority, and as such have taken an objective and “business-minded” approach to the purpose and structure of our organisations. Relooking at our relationships and responsibilities to customers, our staff, our funders... and in fact to all parties that have a stake in the success of the business.

We have realized that we are in this unprecedented situation together, and that it will take a united approach to mobilizing the Economy. This, we are aware is a business leader’s responsibility and starts with us taking a critical look at our own business models to ensure that we are running efficient and effective operations.

Most organisations have similar functional areas which incorporate similar activities. Human Resources is a key functional area within an organisation, as without people, no plans and procedures can be implemented – and no success achieved. We need both best practice and a clear people management focus to energize and mobilize our intent. Best-practice encourages a review and reassessment of foundational practices and statutory compliance, and a people management focus supports the implementation and strategies to achieve an engaged and productive work environment.

We, as DRG Outsourcing, would value an opportunity to extend our expertise and services to business leaders and organisations requiring assistance and guidance in HR best practice and people management.

Please contact Nikita Pillay: nikita@drq.co.za for a further discussion and to engage our services.

MENU OF SUPPORT SERVICES

Agenda Items for our proposed 'coffee discussion:

i) People

Y or N

TERS assessment and submissions	
Opening-up business Occupation and Health standards and requirements	
Discussions on short time and retrenchments	
Identification of work flows and new roles	
Development of new contracts of employment, role clarity, etc	
Team Briefings and induction programmes	
Developing supportive policies and procedures	
Team building through behavioural assessments	
Leadership – engaged employees/ productive workplace	
HR Compliance and Best-Practices Assessment	
Other	

ii) Beyond HR

Y or N

Finance process – cash flow	
Marketing and promotion – positioning & promotions, etc	
Strategy (made simple)	
Operations – efficient production processes, quality assurance, health and safety, etc	
Other	