

WORKPLACE STRATEGIES

People.Management

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Employee Optimisation

Workplace Strategies believes that the human capital element of an organisation is its most crucial asset and we work with employers to develop ways to maximise returns from their employment relationships.

Employee optimisation is not about requiring employees to work longer or faster. Our optimisation programs are aimed at:

- finding ways for an organisation to raise employee productivity levels (that is, working smarter);
- ensuring the smooth implementation of workplace change (such as the introduction of new workplace policies or restructuring initiatives);
- maintaining key relationships (between one employee and another, or between one department and another) where open communication channels exist and destructive conflict is addressed; or
- curing dysfunctional workforces, such as those with excessive levels of absenteeism or with high degrees of staff turnover.

The primary tool that Workplace Strategies adopts to optimise employment relationships is collaboration; we meet with a group of employees, outline what the organisation aims to achieve and engage employees as to how to achieve those aims. These facilitated group sessions enable an employer to understand the issues and concerns that exist at ground level and more importantly, establish a path of action whereby employees are the key drivers of positive change.

How does it work?

Workplace Strategies initially meets with an organisation to plan the objectives of the intervention and explain the processes used. The intervention itself typically takes a day and a report is presented to the organisation setting out the results and the solutions proposed. Given that employees participating in the intervention commit to undertaking agreed actions, a follow-up meeting is held after the intervention to ensure the agreed actions are carried out.

Does it work?

Very few organisations fully appreciate the benefits of engaging with their workforce and in our view, chose one of two ways to obtain results from employees. One way, or what could be termed the old way, is simply to tell employees what to do. For a variety of reasons, this method is frequently unsuccessful. A second way, or what could be

termed the new way, is to tell employees what the organisation seeks to achieve and then ask and engage with them on ways those objectives can be met.

If you are in a business that seeks to implement change, if it suffers from dysfunctionality or if it wishes to raise its productivity levels, we can help.