



# AFRICA PEOPLE

ADVISORY GROUP

UNLOCKING BUSINESS GROWTH THROUGH PEOPLE INSIGHTS



# THIS IS US

**Africa People Advisory Group** is a pan-Africa Human Resource Advisory firm that unlocks business growth through people insights.

Meaningful organisations are created by placing people at the heart of their business. With this focus in mind, we work with organisations that have an Africa strategy.

## Our Vision

Preferred strategic people partner with organisations with African interests and growth ambitions

## Our Mission

To partner with clients, with all means possible, to shape insights about the people they serve and realise business benefits in return

**We serve our partners throughout the continent by nurturing long-term relationships, understanding local context and placing people at the heart of our business**

# WHAT WE DO

Our focus is to deliver consulting and product solutions across the African continent. We aim to unlock business growth through people insights.

Our advisors are all highly experienced professionals with exposure across multiple industries. We have a passion for delivering quality work and travelling to the various Sub-Saharan Africa markets

Our solution offering and expertise cover the wide ambit of the Human Resource field, which we deliver with a highly client-centric mindset and approach.

We aim to impact employee and business performance by anticipating and solving people challenges creatively. We appreciate the role of systems and technology and drive efficiency through tools and automation as far as possible.



With offices in Johannesburg, Cape Town, Harare and Lagos, we are indigenous to Africa



We are driven by our passion for People, Business  
and our beautiful continent of Africa

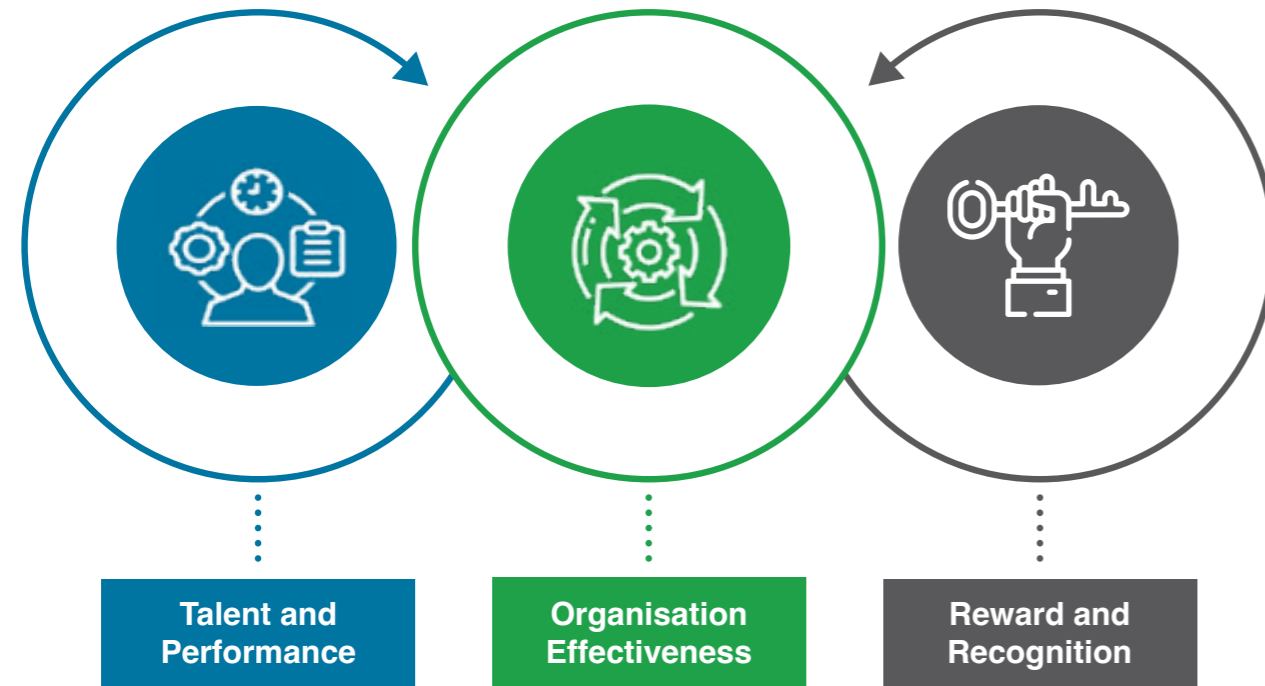
# OUR VALUE PROPOSITION

At Africa People Advisory Group we provide solutions that help clients create an environment where:

- 1** The best people are attracted to work for your organisation
- 2** People give their best and commit their whole self to the organisation
- 3** Employees choose to stay and deliver
- 4** Businesses flourish as efficient, productive and profitable entities

# OUR INTEGRATED SOLUTIONS MAP

We provide access to as well as advisory on a range of HR solutions through 3 broad Human Capital lenses:



## TALENT AND PERFORMANCE

We establish life-long partnerships and help build nice places to work with good leaders, where people are happy, perform at their best and don't want to leave

Our strategic advisory focuses on:

- ✓ Development of Talent strategy
- ✓ Performance Management process and framework

Supported by interventions and solutions that focus on:

- Talent acquisition and sourcing
- Competency framework development
- Succession Planning
- HR skills development & HR Academies
- Psychometric Assessments
- Entrepreneurship capability building
- People Dashboard

Enabled through HR technology and applications



## ORGANISATION EFFECTIVENESS

Organisational effectiveness is achieved through a robust employee experience. We believe leaders must implement transparent decision-making processes and drive high levels of employee engagement. Businesses should create inclusive and values-driven cultures

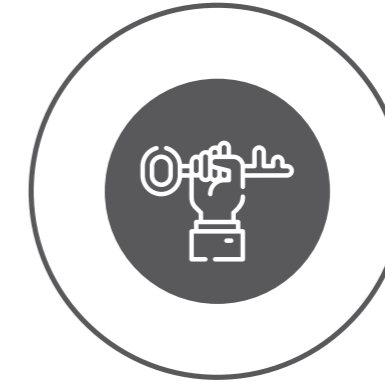
### Our strategic advisory focuses on:

- ✓ Introducing a leader-led culture

Enabled through HR technology and applications

### Supported by interventions and solutions that focus on:

- Employee Engagement / experience (surveys & planning)
- Leadership 360 assessments
- Organisation design
- Coaching and mentoring
- Leadership development



## REWARD AND RECOGNITION

We aim to replace linear, one-size-fits-all solutions with pro-active, lean and bespoke solutions that are iteratively designed across the spectrum of total reward and employee value proposition (EVP)

### Our strategic advisory focuses on:

- ✓ Establishing a market relevant Remuneration and Benefits strategy

Enabled through HR technology and applications

### Supported by interventions and solutions that focus on:

- Job profiles
- Grading and Job Evaluation
- STI / LTI design
- Remuneration Consulting
- Pay scales development
- Remuneration and Reward tools
- Bespoke compensation surveys

# OUR GROWING NETWORK

We are indigenous to Africa. We have delivered work in more than 40 countries across the African continent



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