



CAPABILITY PROFILE

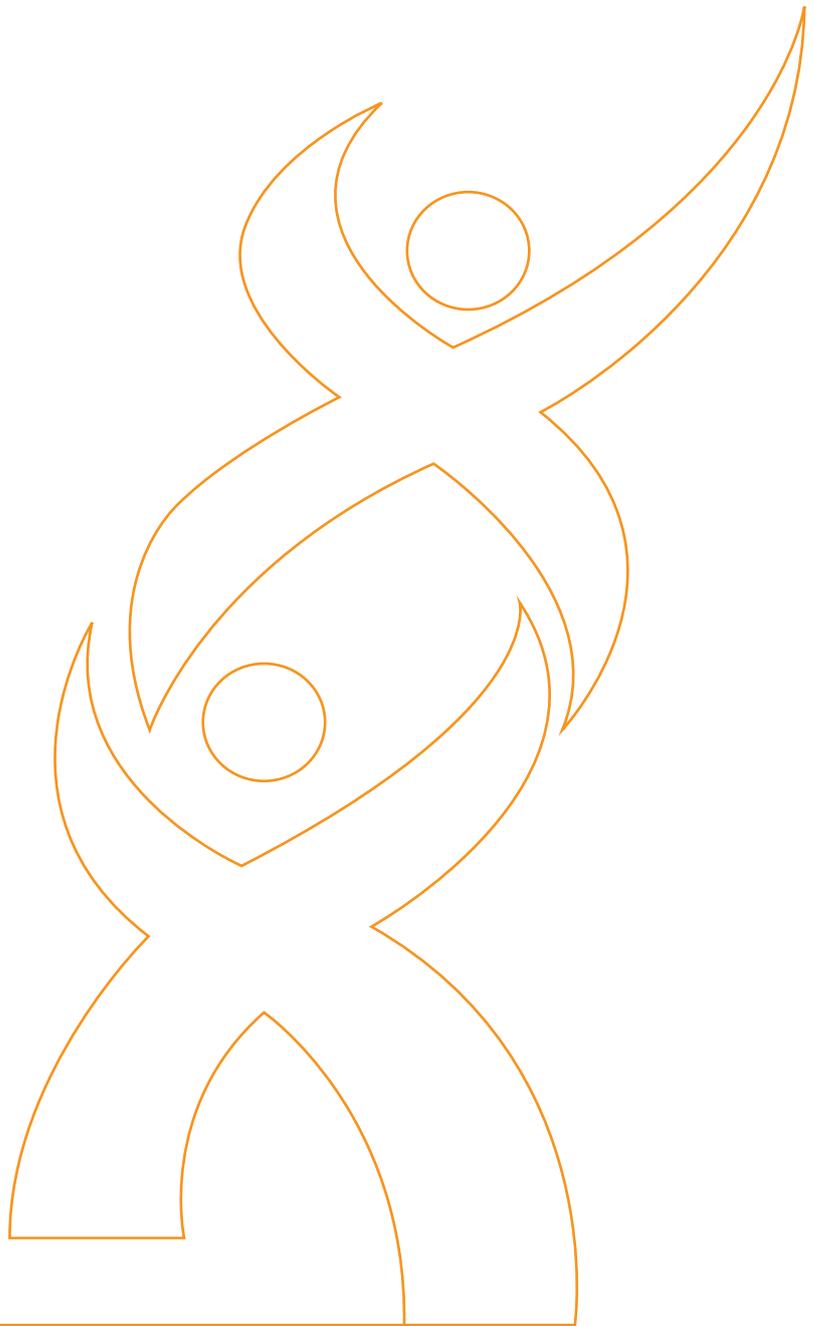
HUMAN CAPITAL SOLUTIONS



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INTRODUCTION



ABOUT US

Human Performance Dynamics Africa is a boutique consulting house that provides strategic and innovative human capital management expertise across all areas of the employment life cycle.

We deliver best in class solutions to forward looking organisations that are interested in Optimising Performance.

OUR VISION

To be the premier "go-to" Human Capital Consulting group in Africa for organisations seeking 21st century organisational and people solutions.

OUR MISSION

To meaningfully partner with clients and tangibly impact people and organisational performance.

We develop innovative and strategic human resources solutions that increase productivity, create tangible value for all stakeholders and deliver competitive advantage.

OUR VALUES

In all our operations, we commit to our five fundamental values

1. VALUE ADDITION - We deliver more than expected.
2. PASSION - We commit in heart and soul.
3. PROFESSIONALISM - We adhere to the highest ethical standards.

4. FUN - We are easy to do business with.
5. SPEED - We deliver to quick turn around times.

These values are important to us.

They define the way we partner in all our business engagements.

OUR SERVICES



WHAT WE DO

Human Performance Dynamics Africa has the vision and ability to design and implement customized HR solutions to make your organization more effective, efficient and profitable.

1. Facilitating HR Transformation
2. Executive Search and Selection
3. Assessment Centres and Psychometric Assessments
4. Management & HR Consultancy
5. The HPDA Academy
6. Executive Coaching and Mentoring
7. HR Support to SMEs
8. Upgrading HR Service Delivery in the Public Sector

1

FACILITATING HR TRANSFORMATION

Our vision for HR is based on our core philosophy: Commercialising HR.

In today's business environment, it is imperative that in all organisations, the HR function links directly into the business and operates to a clear vision; understands its contribution to the success of the business; and delivers on that vision with rigour and discipline.

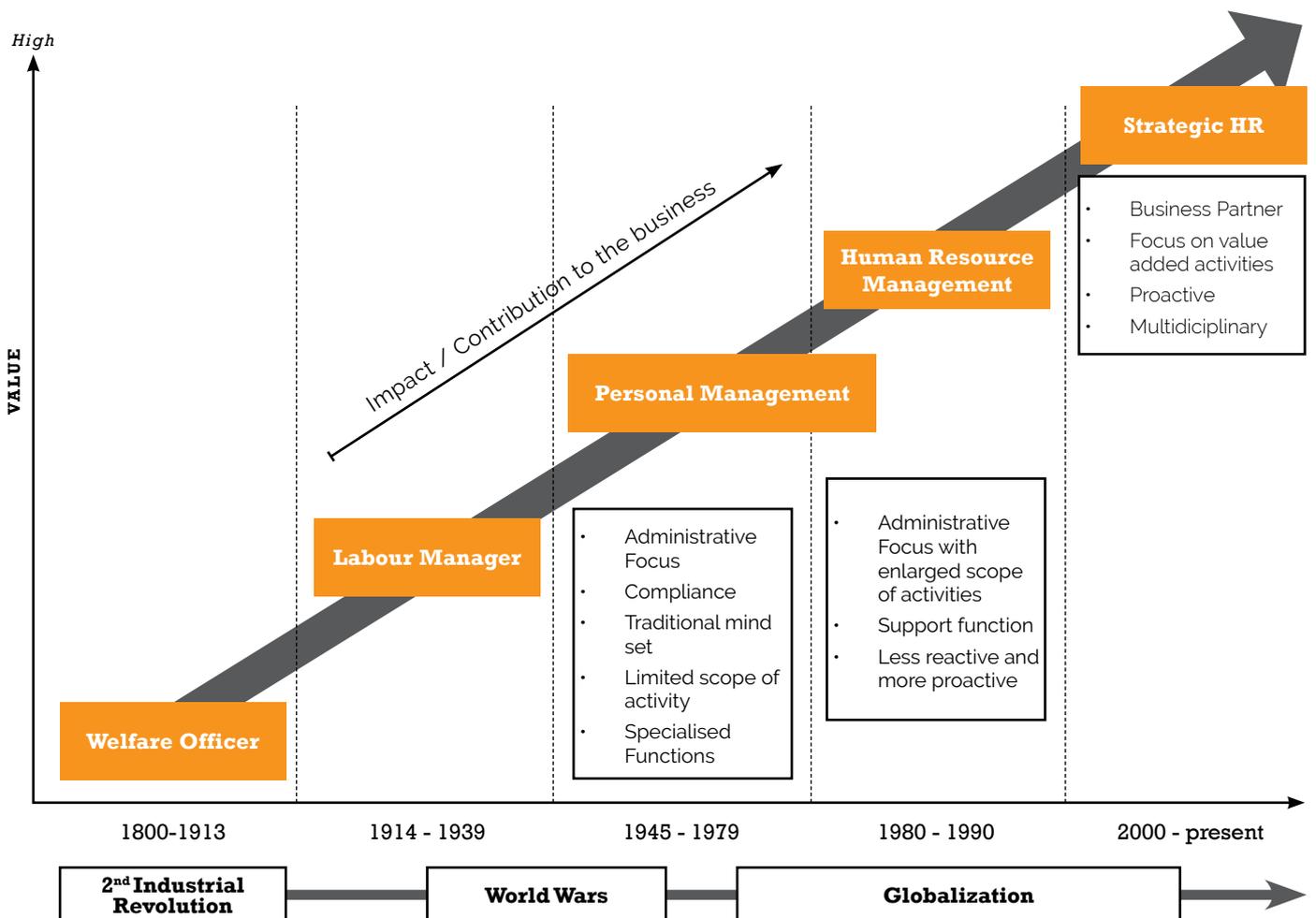
We assist HR Functions make the right linkages, and perform with increased efficiency

and efficacy. We work with you to design and develop both the strategy and the service delivery model to guarantee results.

Wherever you are, in your HR journey, we help you develop a vision, identify the business priorities, plan for successful implementation, with rigorous execution to create real transformation that continues to deliver.

“ We work with you to design and develop both the strategy and the service delivery model

In the past, HR functions were seen as administrative cost centres that performed transactional low value work. The function has been evolving ever since it came into being as it seeks to find a seat at that table.



In the new knowledge economy where an organisation's most critical assets are its people, ubiquitously, HR functions are embracing the mandate to professionalise their services.

2

EXECUTIVE SEARCH AND SELECTION

In a landscape in which consumer demands, economic trends and the forces that influence business operations evolve with each day, decision makers who offer deep industry knowledge, robust technical experience and a portfolio of high performance are most sought after.

With a proven track record of successful C-suite recruitment across the East African market, we support organisations in identifying, attracting and placing leading talent in our client organisations, specific to their present and future business needs.

With our extensive networks and technical knowledge, we commit to critically understand,

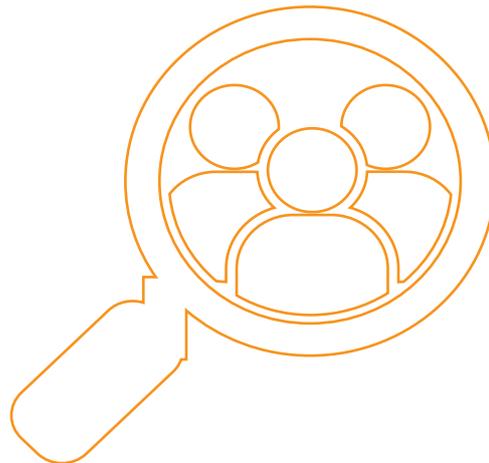
seamlessly represent and optimally deliver to the talent needs of our clients.

HPDA partners with you to confidentially scan the macro landscape to identify and select the leaders your business deserves.

From needs analysis, job specification and placements to compensation advice, we facilitate this delicate process for you.

You can expect confidentiality, professionalism, ethical results, and speed.

We specialize in BOARD, C-SUITE and SENIOR LEVEL talent searches and recruitments across diverse industries.





3 ASSESSMENT CENTRES AND PSYCHOMETRIC ASSESSMENTS

Psychometric assessments are a standardised method of evaluating individual capabilities and styles, that have been validated statistically.

Organisations reap substantial rewards and insightful talent knowledge, when their people undertake psychometric assessments. From understanding how certain leaders navigate through complex situations to understanding the motives of staff to assist in motivation.

HPDA offers a menu of psychometric assessments that can help ultimately translate

into performance enhancement, both on an individual and team basis.

As an extension of the traditional one-track interview process, assessment centres can play a critical role in offering clients in depth insight on capability and suitability of their candidates and potential employees.

We can help organisations to customise assessment centres and improve the quality of hiring of their candidates.



4

MANAGEMENT AND HR CONSULTING

As the spheres of operations in which we live and work in become increasingly complex, business activities are demanding for more customised and fit-for-future people and management solutions.

HR Audits | Strategic Plan development | Training & Development | Internal Communications | Reward & Recognition | Salary Surveys | Employee Relations | Performance Management | Employee & Industrial Relations | Organisation Design & Structures |

HPDA provides bespoke solutions. We are

Organisational Restructures, Change Management and Culture Transformation

Business transformation is typically driven by the need to radically reshape service delivery in order to strip out cost or significantly upgrade effectiveness and enhance customer experience.

As leaders in the field of effective transformation, we combine fresh new insights with solid wisdom to bring new perspectives to your situation. We utilize tried and tested frameworks to contribute to successful transformation and change. Our approach is flexible, our solutions fluid, and our results solid.

Organisation Redesigns

Organisation Restructures

Mergers and Acquisitions

Functional Service Delivery Models

deliberate in our approach and are led by our five strategic guiding principles:

1. Strategic Integrated Focus
2. Problem-Solving Orientation
3. Data Driven
4. Best Practices Approaches
5. Collaboration

By partnering with international solutions providers, we ensure the best in class interventions.

Strategic Planning

Strategic planning is one of the best ways for an organisation to evaluate its current situation and position itself for change in the future. For strategic planning to be effective, the process must produce more than a document that sits on the shelf. Your strategic plan needs to be a living document.

Working with your management team, we help you create these plans. Our approach is inclusive and thorough. We listen to you, understand your culture, engage your employees, and apply our strategic planning methodologies to enable you to set a direction that makes sense to your customers and employees.

HR Outsourcing & Interim HR Management

Increase your HR efficiency without increasing cost or effort.

HPDA provides a total HR solution, allowing you to focus on your core business while our superior dedicated HR client representatives professionally manage your day-to-day HR matters. Why Manage HR when you do not have to?

HPDA provides transactional and service excellence while enabling your managers with high quality advice, processes and systems, which allow them to manage more effortlessly.



Welcome to the 21st century!

Day to Day HR transactional management | Restructuring | Learning management | Staff Recruitment | Personnel Administration | Exit Interviews | Outplacement Services | Payroll | Benefits Administration | Psychometric and other Assessments selection |

5

THE HPDA ACADEMY

Continuous learning and professional development ensures talent stays ahead of the curve and delivers higher performance

On-going learning is a given for the 21st century professional. We offer capability building and development through a range of signature

courses. Our dedication to excellence and evolution allows us to remain fresh in our ideas and thinking.

You will hone your skills and bring new insight to your work.

PERSONAL BRANDING	ADVANCING WOMEN	THE HR BUSINESS PARTNER	ENGAGING LINE MANAGERS	KNOW YOUR TYPE - THE MBTI
<p>Personal Branding is the art of actively shaping public perception about 'YOU' and turning it into business for your organisation and opportunities for your career advancement.</p> <p>If you are a professional looking to take that important step up the career ladder, a new graduate trying to make an impression in your first job or a new business owner trying to get a foothold in the market, we can help you develop an achievable personal branding plan to make you stand out from the crowd.</p>	<p>Organisations are increasingly seeking to enhance the gender diversity of their workforce at all levels, particularly within senior leadership. When aiming to increase gender diversity in leadership, organisations need to understand the challenges that female employees face at the workplace and design solutions to address those challenges effectively.</p> <p>HPD Africa provides a framework for understanding the challenges you face in career advancement and tactics for addressing them.</p>	<p>As organisations consider how to get greater value from their HR functions, many have changed and adopted the HR Business Partner (HRBP) model.</p> <p>This training model is specifically designed to meet the needs of the HR professionals and provides the most up-to-date coverage of the HRBP role.</p> <p>At HPDA, we ensure that not only do participants receive excellent personal development, but that the development activities are specifically targeted at key requirements for the role.</p>	<p>Transforming your HR Department so that it operates as a credible and valuable partner to the business is not just about changing HR itself. True success depends on line managers and their willingness and ability to manage their people. In your organisation, does people management capability vary? Is people management always fully owned by managers or is it sometimes seen as 'something that HR should do'?</p> <p>This workshop identifies what is required of line managers if success is to be achieved through effective people management.</p>	<p>By becoming self-aware of your MBTI personality type, the world's most trusted personality instrument—the Myers-Briggs Type Indicator® (MBTI®) assessment, you will not only enrich yourself but also improve the performance of your people, teams and organisation.</p> <p>Our accredited experts will help administer, interpret and support your professional growth through the increasingly important performance indicator of self-awareness.</p>

6

EXECUTIVE COACHING AND MENTORING

HPDA will work with your best and brightest to enhance their leadership effectiveness, performance and career progression within your specific organisational context.

HPDA coaches do not only bring an enhanced range of skill-sets that can be tapped but more importantly aim to transform the mindset, with new perspectives for improved individual and organisational performance wellness. Our mentoring programs are customised to organisation preparedness and goals as well as to individual needs

COACHING

Executive coaching is designed to help facilitate professional and personal development to the point of individual growth and improved performance. The HPDA executive coaching experience covers the complex combination of skills and human capabilities and capacities that are required of today's executives. We take the perspective that the coaching activities have both organisational and individual goals and focus on improving performance and developing/enhancing specific skills.

MENTORING

Personal enhancement strategy through which one person facilitates the development of another by sharing known resources, expertise, values, skills, perspectives, attitudes and proficiencies. Success in today's world is directly related to the ability to learn, grow, change and adapt as quickly as our changing jobs require. HPDA's mentorship program allows the learner to build skills and knowledge while attaining his/her development goals, it also ensures improvement through continuously reassessing and building upon the learner's skill and knowledge areas.



7

HR SUPPORT TO SME'S

SMEs are contributing a significantly greater percentage to GDP; they are employing ever more people and delivering greater value year-on-year in most countries in Africa.

01 HR STARTER KIT

FUNDAMENTAL HR SERVICES AND STATUTORY COMPLIANCE

1. Organisational Structures
2. Job Descriptions
3. Policies and Procedures, Personnel Files
4. Hiring and On-Boarding Processes
5. Employee Contracting (full time, temps, contingent)
6. Pay and Benefits Administration

03 ACCELERATE

SUSTAINING HIGH PERFORMANCE

1. Ensuring a Resonating Value Proposition
2. HR Analytics/People and Productivity Matrix
3. HR Capability Training for HR managers
Engagement Surveys
4. Culture Audits and Transformations
5. Organisation Effectiveness Assessments

02 OPERATE

OPTIMISING PERFORMANCE, ENGAGEMENT AND PRODUCTIVITY

1. Identifying and Attracting High Calibre Talent
2. Job Analysis and Grading
3. Performance Planning and Assessment
4. Management Training for People Leaders
5. Mentoring and Coaching Training for Managers
6. Training Needs Assessment through Assessment and Development Centres

HPD Africa offers people management solutions that are tailored to clients.

8

UPGRADING HR SERVICE DELIVERY IN THE PUBLIC SECTOR

Human Resources functions in most public sector organisations are faced with a burning platform. They must not only rise to the challenge of the 21st century and deliver quality services to stakeholders in an efficient and cost effective manner **but must change perceptions that they are a cost and not an asset.**

We help our clients meet their goal of transforming from antiquated administrative managers to value adding strategic partners delivering high quality public services.

We do this by auditing the capacity and capability of the departments, identifying opportunities and offering comprehensive solutions that lead to a more productive and effective workforce.

Our services span the full spectrum of the employment or talent life cycle encompassing day-to-day HR support through to complex change projects.

Clients select what they require and we customise our solutions to their needs.





THE TALENT LIST



JOIN THE LIST

Are **YOU** on The **List**?

Whether you are a Senior Executive or an up and coming Hi-Po, access to attractive opportunities is a key defining factor for the realisation of your career aspirations.

We match your skills, your talents and aspirations to the opportunities across the market.

Take your Career to the next level.

Join The List

THE EXECUTIVE LIST

Are you a C-Suite Executive seeking an executive placement or perhaps a board level role?

THE TALENT LIST

Are you a High Potential leader hungry for a greater challenge and broader responsibilities?

SUBMIT YOUR CV HERE



www.hpdafrica.com

We enhance the chances of candidates successfully landing coveted roles by keeping in close contact with them. We do this by prioritising them in our talent bases. Your next career move will be quicker if you join the list.

HOW WE ARE DIFFERENT

10 REASONS ON HOW WE ARE DIFFERENT

1. We **get to know your organisation**, your people and your culture so that we are able to **design and deliver practical solutions** that work for you.
2. We are **experienced practitioners** who have actually lived in the trenches of management and leadership. What we offer has been tried and tested.
3. We **can handle any project** - From office openings, closures and relocations to company mergers and acquisitions, through to individual HR projects.
4. We are **passionate about what we do**
- We seek to deliver tangible value and believe in strong and lasting relationships.
5. We are **hands-on and results oriented**
- We don't just tell you what to do, but we are able to do the work for you, giving you your time back to focus on your core business.
6. We are **outcomes focused**, agreeing objectives and measures that are right for your business to ensure we achieve a return on investment. Performance delivered is our motto.
7. We **deliver what we promise** and typically go over and above the call of duty.
8. We can offer you a **dedicated HR professional** - who will intimately understand your business, people and culture and be viewed as part of your inner team with all the spin off benefits that you would expect from this flexible but committed resource.
9. We give you **access to best in class HR materials** - We can share useful contracts, policies, templates and other HR materials that you can access at any time. This saves you money as we rarely have to build anything from scratch.
10. **We are nimble** - Able to deploy to the assignment rapidly.





CALL US

HUMAN PERFORMANCE

DYNAMICS AFRICA

2ND Floor, Eaton Place- Village Market

United Nations Crescent

Po Box 1516 - 00621 Nairobi, KENYA

General Telephone Line: +254 20 5147033

Cell: +254 716 584 611

Email: info@hpdafrica.com

www.hpdafrica.com