

Consulting Services

From organisation design and training services through to policies and procedures, outsourcing and employee performance – no matter what your requirements are, Talenger can help you.

Talenger Human Resource Consulting is dedicated to helping organisations just like yours with their HR activities and work. We have been working with a wide variety of clients in South Africa for several years. Our team of highly skilled and experienced HR consultants have all had distinguished careers in senior HR management roles and bring with them a wealth of practical experience to their work.

We believe in creating productive and fruitful relationships with our clients by adding value to your business to ensure that you get the very best return on your HR spend.

Our solutions, advice and guidance are uniquely designed and shaped around your exact requirements and objectives. They will fit with your culture and the business challenges that you currently face.

You are not just another client to us

You will have specific requirements that will require a specific and unique solution. You will find that when you partner with LifeSense it will be as though you are our only client. The level of service that you will receive will only be surpassed by the quality of the solutions that we deliver for you and your company.

The quality of our staff

Our highly skilled and experienced consultants will make the difference to your company. Our consultants have the miles on the clock to provide proven, workable and effective solutions. We believe in investing heavily in our consultant's skills and knowledge to ensure that

you receive the very latest and up to date information and techniques for your HR solution.

Custom made solutions

Your solution will be designed and shaped around your exact requirements and will be one that fits with your objectives, vision, values, culture and desired outcomes.

Value for money

When you partner with Talenger it is our sole mission to add value to your business way beyond that of what you were expecting. Working with you will be like a business relationship rather than a business transaction. We will provide advice, guidance and work that will make the difference. We are not into just taking your money for services rendered - we will go way beyond that and will become an extension to your business rather than an addition.

Consulting Expertise

- Job Analysis/Role Profiling**
- Job Grading**
- Performance Management**
- Training**
- Organisational Design**
- Policies, Procedures and Contracts**
- Business Performance**
- Remuneration Structuring**
- Industrial Relations**

HR Audit Expertise

- Human Resources**
- Industrial Relations**
- Payroll**
- HIV/AIDS Management**
- Clinic Management**

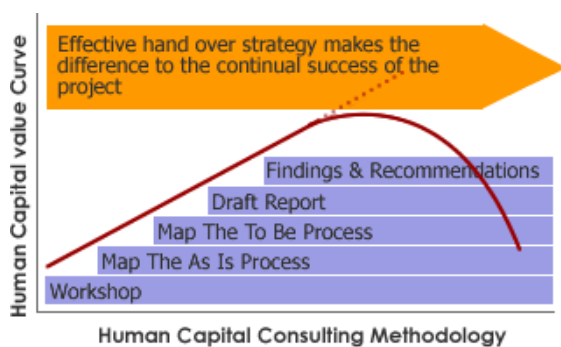
CONSULTING AND AUDIT METHODOLOGY

The methodology and process set out below describes the approach from a high level. Regardless of the size of the organisation the principles applied by Talenger when undertaking Human Capital consulting work on behalf of a client remains the same.

Further, the process is structured to provide immediate value and measurable deliverables to the client with all project members taking a co-operative approach; working with the client to ensure the project fully meets the clients

requirements and to deliver on time and within budget. This is achieved by setting targets for delivery with regular project meetings between the client and LifeSense.

The sequence of events to manage the project is achieved by following the 6 step roadmap indicated below:



- **Step 1** – Review the current business process and deliverables

- **Step 2** – Draft report on current process and deliverables
- **Step 3** – Present report with rectification timelines and measures
- **Step 4** – Draft and workshop required changes
- **Step 5** - Communication strategy and training where required
- **Step 6** – Project handover and signoff

At Talenger, you won't find a traditional consulting experience. Instead, you'll experience a world

In which...

- Consultants actually listen to what you have to say.
- Consultants that make life simpler instead of adding complexity.
- The goals are mutually defined and realistic.
- You get rapid consensus among all the diverse stakeholders.
- Your people enjoy working with the consultants and come away enriched