

TURN-KEY HUMAN RESOURCES



HUMAN RESOURCES STRATEGIC FRAMEWORK

HUMAN-FACTOR RISK ANALYTICS
PROTOCOL (HRAP)

UNLOCKING
WORKFORCE
FULL-POTENTIAL

OPPORTUNITY

HRAP is a strategic management framework for HR.

Using a risk-based assessment of practices throughout the full HR value chain.

It generates strategic and tactical priorities based on compliance and exposure parameters.

Tactical priorities guide tactical action planning and progress tracking.

Driving higher levels of growth and success in the HR function.

"HR Risk is any people, culture or governance factor that could adversely affect the organisation's operations"

BENEFITS

UNLOCK YOUR WORKFORCE'S FULL POTENTIAL:

Our Risk-Based HR Strategy (HRAP) framework is a practices-based assessment tool that enables the HR Department to formulate and execute a best practice strategy that aligns the HR function with business goals.

OUR STRATEGIC RISK-BASED APPROACH ENSURES:

- **Strategic alignment** Your HR strategy directly supports your overall business objects
- **Effective Governance** Policies and procedures that ensure compliance and reduce risk
- **Legal Expertise** We keep you up-to-date on HR regulations and best practices

THE IMPACT:

- **Executive Confidence:** Peace of mind due to a robust HR foundation being in place
- **Empowered Teams:** Improve employee performance and engagement
- **Operational Efficiency:** Streamline HR processes and maximise resources
- **Sustainable Growth:** A future proof HR strategy for long term success

"Paradigm Shift for HR's Role is, moving from: "Business Partner" to Driver of Business Success and Sustainability"

OUR APPROACH



ASSESS

All people related strategies, practices and procedures to,



CLASSIFY

misaligned practices and procedures against a risk exposure model



FORMULATE

remedial actions to leverage and or mitigate these risks and,



TRACK

progress on action and



MONITOR

the impact of task attainment on key HR metrics and ultimately,



EMBED

a risk-based approach to drive a continuous improvement culture

"Formulate and execute a best practice HR strategy that with the organisation's strategic priorities"

OUR APPROACH

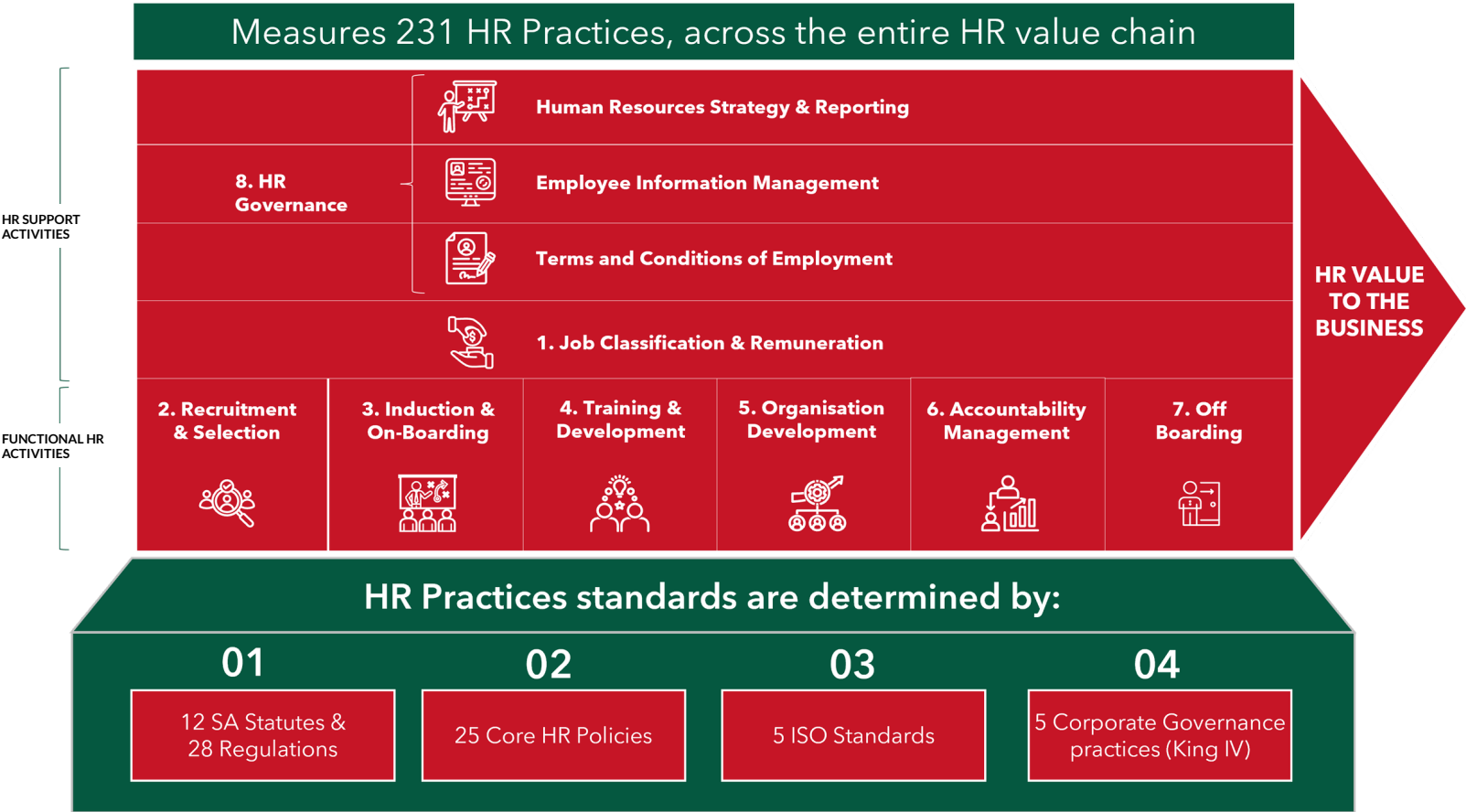
HRAP is a comprehensive strategy framework meticulously designed to integrate current legislation, HR best practices, KING IV corporate governance, and ISO standards.

It is a pivotal tool for HR departments in developing and implementing strategies that align with organisational objectives.

Our interventions, systematically categorised by the HR value chain, provide a holistic approach to improvement areas. We focus on six key value-adding areas: Policy Efficacy, Role-Player Capability, Process Standardisation, Process Efficacy, Process Alignment, and Process Controls.

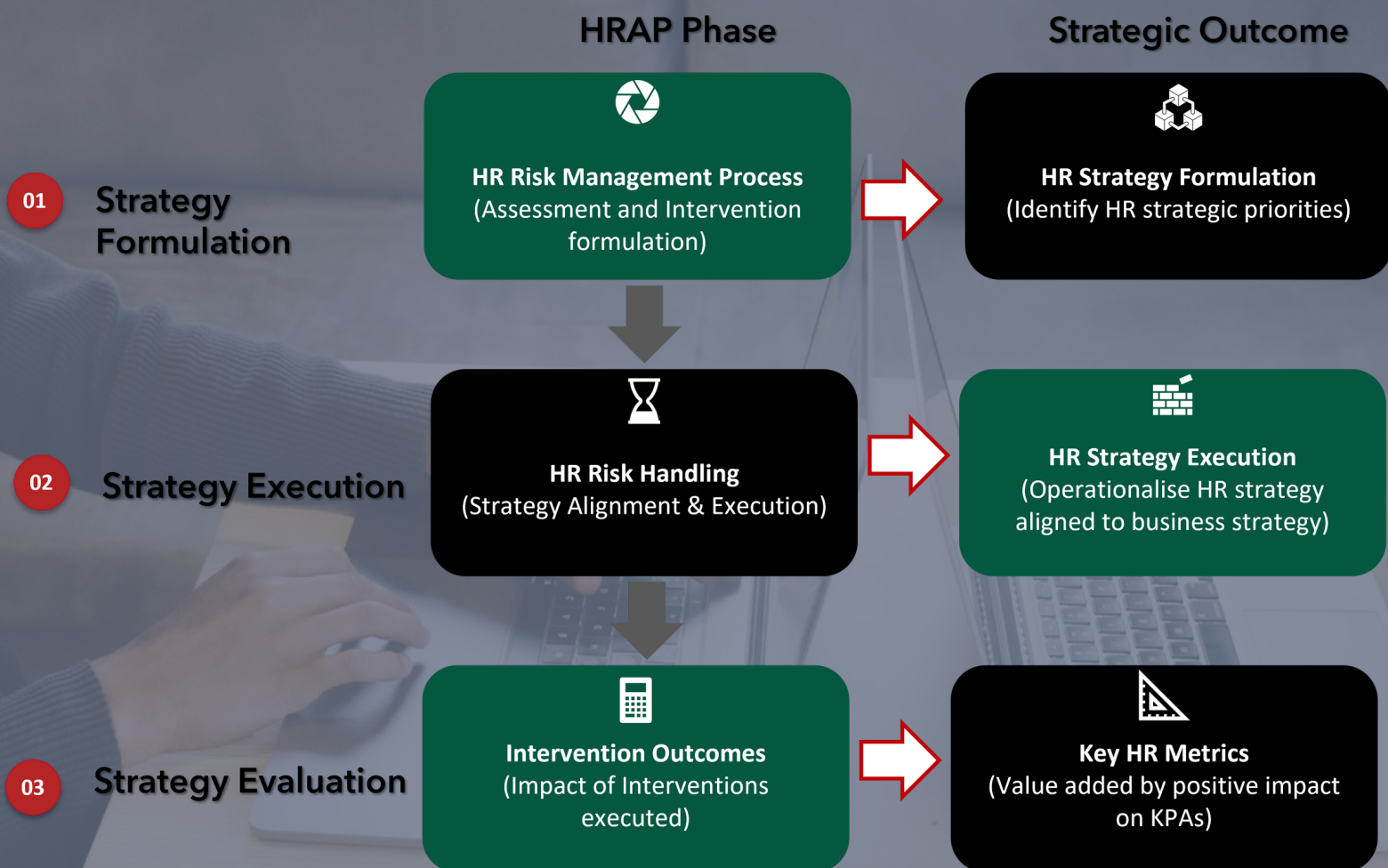
Leverage our dynamic dashboards for real-time progress tracking. They seamlessly integrate with existing HR systems to efficiently monitor key metrics across the value chain.

Our unique methodology amplifies organisational performance and fosters a positive work environment.



IMPLEMENTATION APPROACH

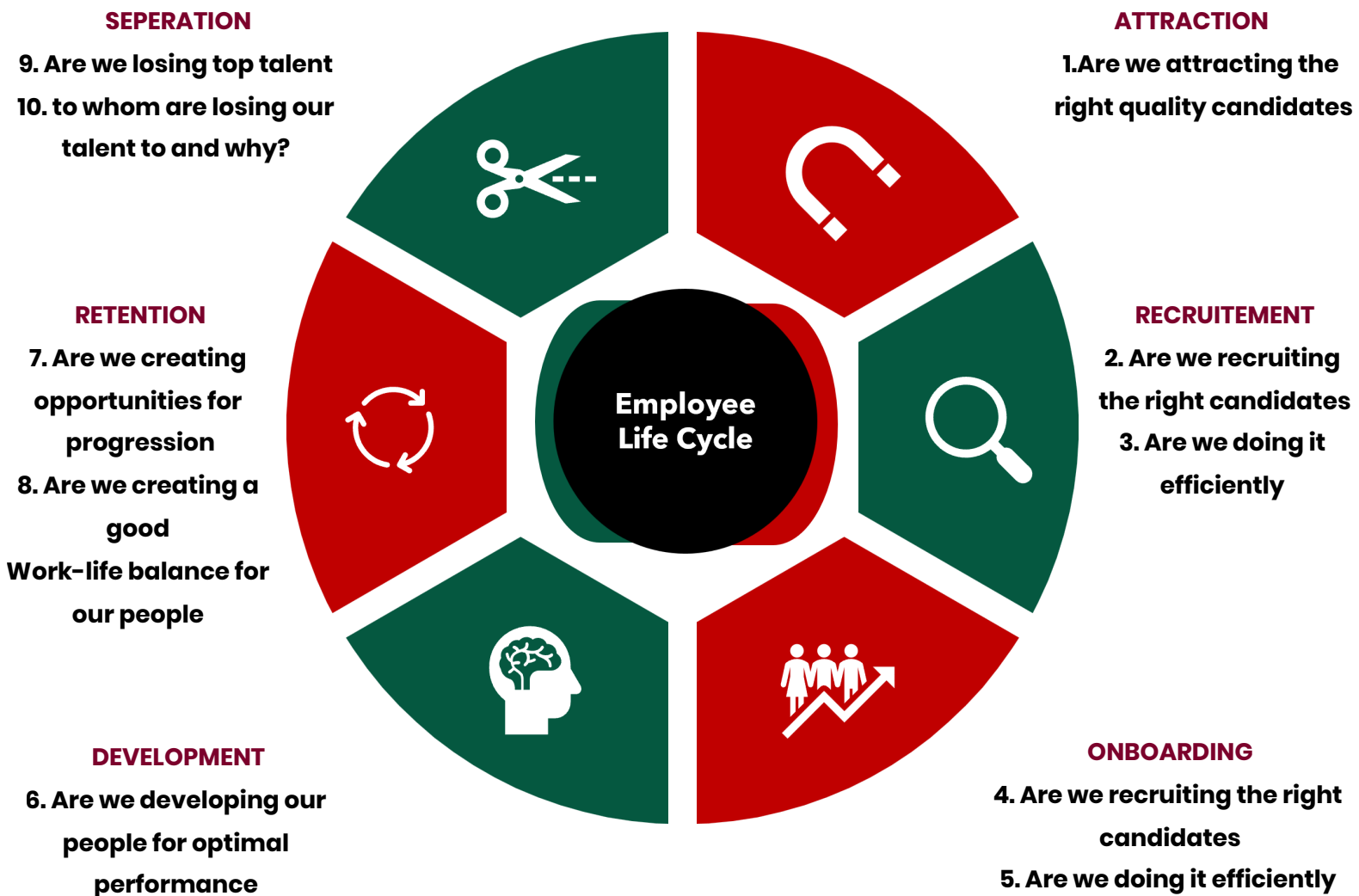
"The prevalence of risk is consistent; the real threat is not dealing with the risk proactively in a holistic manner."



Value is created through positive impact on KPA's

THE IMPACT

*"HRAP helps to **identify and address strategic priorities** throughout the **HR life cycle** – answering and addressing 10 critical strategic questions"*



WHY TURN-KEY



***"Incorporated
in 2004, we have a 20-year track record of adding real value to our clients
through continuous innovation and a personalised approach to delivery."***

20+ Years in Business

75+ Years Experience

3 Continents of operation

First and foremost, we work with our clients as **trusted advisors**. Then, as skilled implementers.

Our training is designed around **adult learning principles** and delivered using process facilitation, resulting in a **highly immersive and interactive** learning experience

Our implementation approach factors in both the **value added** to the client and the **sustainability** of the implementation.

All recommendations are derived from **rigorous diagnostic analysis** tools built around hard business logic.

Our solutions are always **co-created** with our clients.

Change management is built into all our products, ensuring a smoother transition and greater sustainability.



ACT TODAY FOR A TRANSFORMATIVE TOMORROW

CALL US FOR A FREE CONSULTATION

Contact: Robyn Pienaar
Email: robynp@turnkeyhr.co.za
Tel: +27 83 643 3400