

Industry leading customized solutions

360People has extensive depth and breadth of local and international knowledge and experience to draw upon and is today one of Africa's leading reward consulting firms.

To complement this exposure, **360People** understands the challenges of managing world class organizations and has a unique understanding of the African environment and perspective. Our approach is to forge partnerships with our clients and provide best practice solutions, products and on-going support, thereby enhancing organizational performance through enhanced human capital effectiveness.

Some of our clients

- Johannesburg Stock Exchange
- National Health Laboratory Services
- Rand Water
- Wilderness Safaries
- Discovery Health
- Standard Bank
- Anglo Gold
- Nestlé
- Tiger Brands
- Johannesburg City Council
- De Beers Marine Mining
- Appeltiser
- Schneider Electric
- Denel
- Nampak Glass
- Nuclear Energy Corporation
- Uthukela
- First National Bank
- Althiever and List
- Tanzania Electrical Corporation
- Silafrica
- CRDB Bank
- Bank of Zambia
- Zambia Airport Authority
- Bank of Namibia
- Botswana National Productivity Council
- Botswana Meat Corporation
- Botswana Power Corporation
- Botswana Development Corporation
- Botswana Telecommunications Corporation
- Botswana Building Society

Vision

To be recognised as a leader in the provision of innovative, integrated, business focused people solutions that enhance company performance

Mission

To assist client organisations achieve competitive advantage through its people

Value Proposition

Partnering with clients in the provision of innovative, integrated, practical, 'value for money' business focused people solutions, that enhance client performance.



Enhancing Organisation Performance

Provider of 360° Reward solutions that enhance business effectiveness.

360People is a human capital solutions company that specializes in the area of reward. We believe in the importance of adopting a Total or 360° Reward approach to reward, focusing on both financial and non financial aspects of the equation. We work to align reward strategies, organizational structure and leadership practices in order to maximize staff engagement and build strong performance cultures, thereby providing organizations with a strategic edge in attracting, motivating and retaining the best talent and aligning performance with the business imperatives.

360People has more than 30 years experience of providing innovative reward and human capital solutions to Africa's leading organizations, working in partnership with them to enhance business performance. **360People** is an accredited Level 4 BBBEE organisation.

360° Reward describes the total benefit that an employee receives from an organization - the 'total value proposition' of employment. This approach considers the entire work experience and results in the provision of a range of rewards that focuses employee efforts on key organizational objectives while also significantly enhancing the 'employment brand' and helping to ensure maximum engagement of talent.

360People provides consulting services to support 360° Reward in the following areas:

Job Measurement

- Job Evaluation using the Hay and Calibr8 Methods
- Job Evaluation Training
- Development of Job Evaluation Policy and Procedures
- Quality Assurance of Job Evaluation Structures

Remuneration Benchmarking

- National, Industry and Niche surveys

Reward Strategy, Policy and Structure

- Development of Reward Strategy, Policy and Procedure
- Development of Pay Structures
- Performance Based Pay Systems
- Talent Management Strategies
- Retention Programs
- Skill and Competence Based Pay
- Remuneration Audits

Incentive Design

- Development of Short Term Incentive Schemes
- Long Term Cash and Share Schemes
- Recognition Award Policy

Boardroom Pay and Practice

- Advice to Boards on Reward Strategy and Practice
- Executive and Non Executive Pay

Performance Management

- Performance Management Audits
- Performance Management Policy and Procedure
- Performance Management Process Design
- Performance Scorecard Development and Implementation
- Performance Management Training

Values and Culture

- Organizational Culture and Climate Assessment
- Culture & Climate Audit
- Values Alignment
- Culture Change Design & Process Facilitation

Leadership

- Leadership Assessment
- Leadership Development Programs
- Leadership Branding
- Executive Coaching

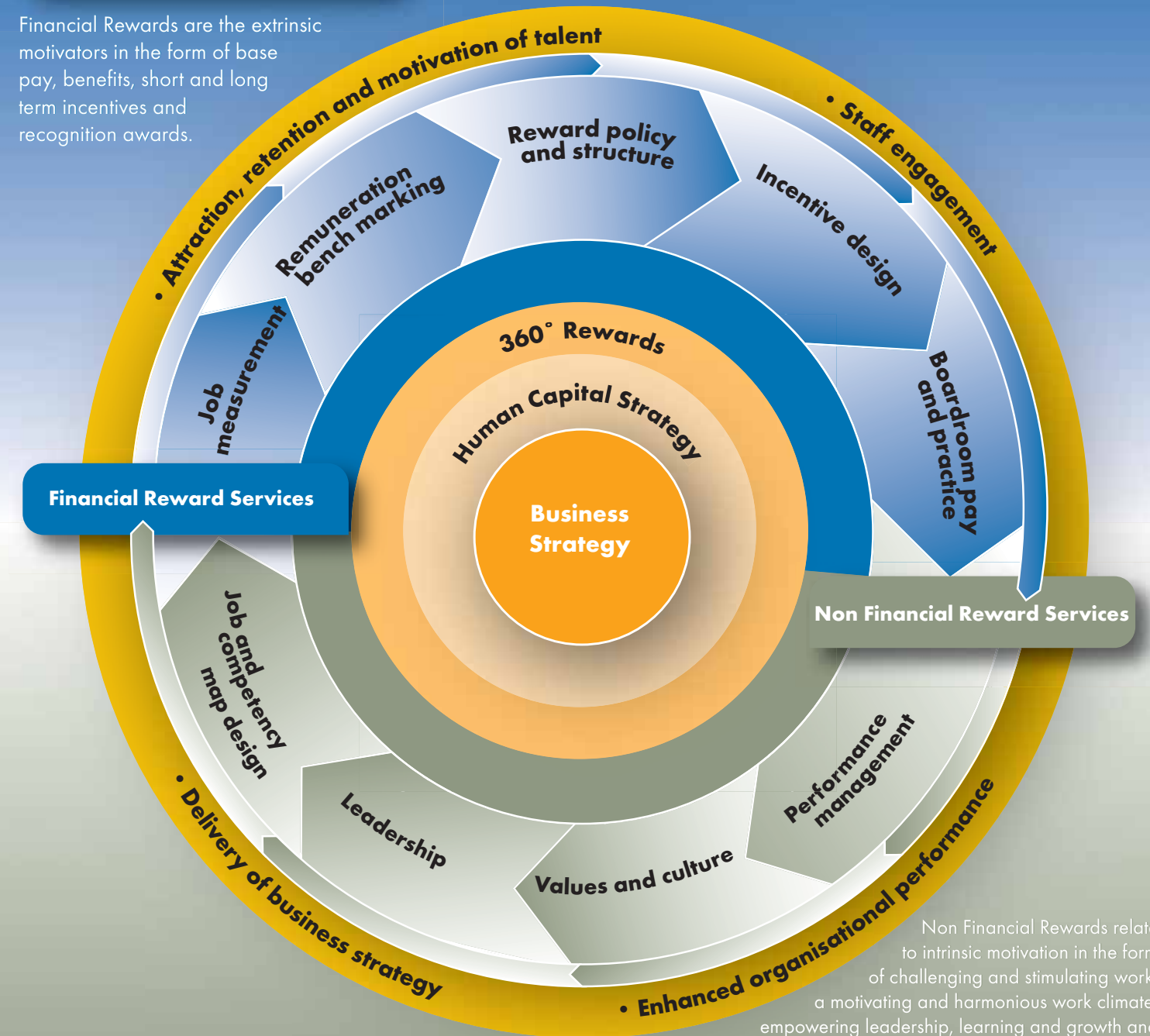
Job and Competency Design

- Job Analysis
- Job Design
- Development of Job Descriptions
- Competency Based Role Profiles
- Competency Modeling



Financial Rewards

Financial Rewards are the extrinsic motivators in the form of base pay, benefits, short and long term incentives and recognition awards.



Non Financial Rewards relate to intrinsic motivation in the form of challenging and stimulating work, a motivating and harmonious work climate, empowering leadership, learning and growth and career recognition and development.

Non Financial Rewards