BDO

Audit • Advisory • Tax

HR ADVISORY SERVICES

Engagement

The Leader for Exceptional Client Service

BDO IN SOUTH AFRICA PROVIDES AUDIT, ADVISORY AND TAX SERVICES TO A BROAD RANGE OF CLIENTS - FROM LARGE JSE-LISTED COMPANIES TO INDIVIDUALS AND SMALL AND MEDIUM SIZED ENTITIES.

As the South African member firm of BDO International, with offices in 157 countries, we have been delivering exceptional service to our clients since 1963. In South Africa we can service clients countrywide from four offices in Johannesburg, Durban, Pretoria and Cape Town.

Because of our skills and experience, we are trusted to deliver the quality of service that our clients expect. We offer a tailored approach to every client and our people have the skills and experience to take responsibility for the work they do. We are agile and quick in responding to client demands.

Our approach involves listening to our clients, understanding their expectations and delivering the calibre of service associated with a leading global professional services firm.

SUMMARY

BDO HR Advisory Services aims to provide solutions to manage the risk associated with having people in your business. This includes a broad spectrum of areas, such as Strategic HR Solutions, International HR Solutions, People Enablement and People Effectiveness.

Through assessing the engagement levels of people in your business we aim to identify the engagement drivers in your business to enable you to manage the outcomes of engagement. This in turn will lead to enhanced employee performance, higher profitability, revenue generation and organisational growth.

WHY BDO HR ADVISORY SERVICES?

BDO HR Advisory is a team of HR professionals with extensive industry experience across a range of businesses. We understand the people, the legislation and the challenges typically faced by companies.

Backed by a leading mid-tier Audit, Advisory and Tax firm globally and in South Africa, we are able to offer a range of HR advisory services to assist you with any business challenges you may have – all designed to offer a tailor-made approach so as to improve your business's performance through an effective workforce.

We will work closely with your management team to assist you with the people side of your business and we aim to deliver services above and beyond expectations. Our solutions are broad and cover Strategic HR solutions, International HR Solutions, People Enablement and People Effectiveness and to manage the risk associated with having people in your business.

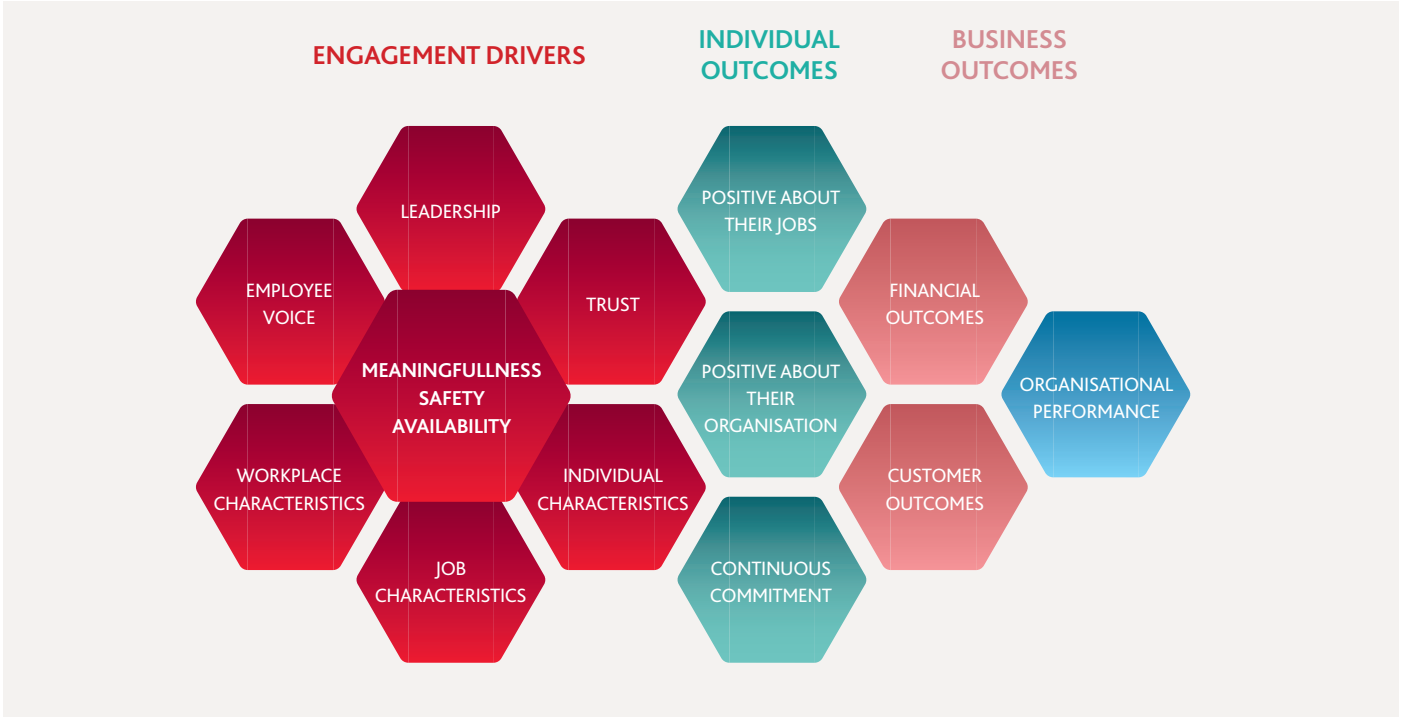
EMPLOYEE ENGAGEMENT

Employee engagement has become one of the most popular topics in management, and the past decade has seen an explosion of research and heightened interest in the concept. The reason why engagement achieves so much attention is due to its potential to enhance individual well-being, employee performance, and in turn higher profitability, revenue generation, and organisational growth. Engaged employees are the key to a competitive advantage, and organisations that enhance employee engagement will accomplish something that their competitors will find difficult to replicate. Although the concept of engagement has become increasingly popular in management over the past decade, it has however been reported that engagement is on the decline worldwide and that there is a deepening disengagement among employees.

Human resources professionals are increasingly challenged to develop and implement strategies to manage human resources in difficult times, and one of the strategies proposed is embracing employee engagement.

EMPLOYEE ENGAGEMENT MODEL

BDO believes that by managing a range of engagement drivers, organisations can effectively manage the precursors of engagement and directly increase the engagement levels of its employees. Our engagement methodology is based on the principles of Kahn (1990), namely meaningfulness, safety and availability. BDO believes that the majority of engagement drivers fall under one of these three psychological conditions. The underlying theme of BDO's engagement model is the individual's perception of the organisation, and the characteristics of their job, which effects their work experience and job satisfaction, based on the three psychological conditions, which in turn guides the individual's decision to engage more completely in their work roles.



WHAT WE OFFER:

- Engagement surveys
- Engagement workshops
- Building a culture of engagement
- Leadership for engagement training

WHAT WE USE:

- Methodology grounded in empirical research
- State-of-the-art valid and reliable survey tools

WE TAKE IT PERSONALLY
To find out more about BDO's HR Advisory Service offering, please contact:

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We also offer the following services:

- Audit
- Business Services and Advisory
- Company Secretarial
- Corporate Finance
- Employee Benefits
- Healthcare Consulting
- HR Advisory Services
- Risk Advisory Services
- Tax
- Wealth Advisory

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September 2016