

Happy New Year

A word from our CEO—Jonathan Pepler



2017 is gone and forgotten but it was a great year of growth and discovery for Intelligent Placement. We are extremely thankful for our clients and staff and the relationships we have fostered during the year.

Not everything was easy and gratefully the difficult situations made us stronger and wiser.

The foundation on which we start 2018 is solid, our team is strong, Motivated and highly skilled, we have new team members joining us shortly and we know that they will make an invaluable contribution.

Our plans and strategies are well thought through and we will implement with precision, on time and with pride. Our standards are measured and we won't settle for anything less than the best.

2018 will be our best year ever and I am proud to be a part of the Intelligent Placement team.

My wish for all our clients and staff: May your lives be filled with success and opportunities and may Intelligent Placement be a part of your future.

Head Office—Strand
021-201-5077

Website:
www.intelligentplacement.co.za

Eastern Cape:
Janine—083 235 0707
Free State:
Adeline—081 010 1613

Gauteng:
Anita—074 482 2298

Mpumalanga:
Lizanne—076 706 8418

Western Cape:
Hayley—079 680 1982
Helen —076 772 9933

NEW YEAR, NEW GOALS, NEW EMPLOYEES

How Strict Goals and Expectations Can Help Effective Hiring

You can't expect new hires to do a great job if they aren't sure what constitutes a great job. In fact, you're not even likely to land the best candidates, if you can't clearly communicate what their new position will entail. And how you'll measure success. The process of setting goals and defining expectations is most effective when it starts before you make final hiring decisions.

The most popular – and time-honoured – technique for goal-setting follows the SMART acronym. Goals should be:

- ◆ Specific
- ◆ Measurable
- ◆ Achievable
- ◆ Relevant
- ◆ Timely

The details required to meet each of these standards will vary somewhat, depending on your new employee's position as well as other factors. So let's think in terms of sales.

SPECIFIC goals give direction

They're like a roadmap. Start with the "destination" – annual financial goals – then work backward to define shorter-term goals and necessary actions by month or week, down to daily to-dos, if needed. Short-term mini-goals help people stay on track and facilitate "quick-fix" coaching and counselling before potential problems become entrenched.

Don't forget to include goals for non-sales objectives or expectations such as professional development.

MEASURABLE goals enable assessment

Businesses use key performance indicators to analyse all types of corporate progress. KPIs linked to SMART goals allow sales people, their managers and HR managers to assess the new hire's performance. You can measure contact-making activity, pipeline progress of deals, closed sales, etc. Hint: adopting CRM and/or sales management software makes tracking and analysis much more efficient, not to mention more informative.

ACHIEVABLE goals are realistic

Pie-in-the-sky goals are self-defeating. They are demotivating, and they lead to poor forecasting that endangers company-wide productivity. Effective goals should be attainable – but not so easily that they don't require your new hire to stretch. After all, success will benefit them, too.

Some planning experts would say that the "A" in SMART also stands for Agreed-Upon. This is a crucial point. Setting effective goals and expectations for new sales hires (and veteran team members, too) must be a collaborative effort. Goals should be aligned with overall company needs as well as sales department benchmarks. But individual sales goals are meaningful only when that person fully embraces them. A participatory process ensures every SMART element is theirs as well as yours.

RELEVANT goals are job-specific

And person-specific, too. Each member of your sales team is unique. So what is SMART for one won't be the same as the details you define for someone else.

TIMELY goals keep things moving forward

Did you want your sales goals to be achieved "someday"? Specificity matters when it comes to timing, just as it does with finishing certain tasks. Again, corporate forecasting and planning rely on the sales team to reach certain financial goals at certain times.

SMART is a smart choice for everyone

New hires benefit because they know what to expect from their new company and what will be expected of them in return. They have a timeframe in which to accomplish short- and long-term goals. And a way to measure their progress. Even the most self-motivated and sales-driven employee needs to know they are succeeding in your environment.

HR professionals benefit because they can clearly communicate with candidates. The hiring process is stronger and more effective. And it's much easier to avoid hiring mistakes based on misunderstandings or incorrect assumptions.

Companies themselves benefit. It's expensive when new hires leave quickly, or simply linger to languish in their positions instead of producing. With the SMART approach, clear goals and expectations put everyone on the same page, right from the start.

Top Candidates



Gauteng—Labour Relations—Legal Advisor

An exceptional applicant with 10 years experience as a Legal Advisor which covers a wide spectrum of diverse responsibilities. Her primary duties included Governance, Compliance, Corporate Advisory, Contract Management, Labour Relations, Company Secretarial (Board Administration)

In her opinion a Successful Compliance Officer should have the following attributes:

Have vast experience and knowledge in collective bargaining matters

Have strong managerial experience

Labour law experience

Why she would be an asset to the company:

Analytical

Strategic

Leadership

Excellent written and verbal communication

Strong negotiation skills

She is exceptional in her presentations of herself.

She is seeking an opportunity within her chosen field again and is negotiable regarding salary expectations.

If interested in this candidate please contact Hayley Kagerer at 079 680 1982 for more information

Eastern Cape—Quality Engineer

Our candidate is a non-equity female with excellent working experience in the quality departments of the most major automotive component supplier manufacturers in the Port Elizabeth area. She is a hard working individual, who enjoys learning new things and taking on new challenges. She likes to go the extra mile and takes pride in her work.

She is always striving to improve herself and bettering her operational output. She would like to gain more experience and insight into a new & dynamic organisation, where she can make a difference and apply her knowledge and skills in terms of QMS to date. She likes to stay abreast of new QMS technologies and standards and have found her passion in the Quality Department, either from an implementation or systems support aspect, hence my confident recommendation of her to your vacant role.

Her salary expectation is negotiable and on par with current Quality Engineering positions in the automotive manufacturing industry.

If interested in this candidate please contact Janine Julyan at 083 235 0707 for more information

For more Top Candidates you can also visit our website

www.intelligentplacement.co.za/employers

Top skills available in the market in various sectors.

Top Candidates



Port Elizabeth—Electro-Mechanical Engineer

Our candidate is a B ENG Mechatronics Graduate from NMU and obtained his formal qualification in 2016.

He is currently on contract at a reputable OEM in the Product Engineering department as a Facilities Engineer where he is responsible for the upgrade of projects on cost saving/cost analysis for their compressors in their B-plant.

In his young career he has gained tremendous theoretical knowledge and experience on the automation side and is currently looking for a suitable opportunity to launch his career as an Automation Technician or Project Manager in the manufacturing sector of the Port Elizabeth area.

His salary expectation is in line with market related salaries, hence my recommendation of him for your earliest perusal of an interview.

If interested in this candidate please contact Janine at 083 235 0707 for more information

Gauteng—Labour Relations—Legal Advisor

He is a 28 Year old, Male, SAIPA Accountant

He has 4 Years Experience in Auditing and 2 Years Financial Management in the Manufacturing industry

He completed his Honours in Accounting, he also has qualifications in Business Management and Labour law and CCMA

He would prefer to stay in the corporate industry and build his career as a Financial Manager, but should the opportunity present itself, he will go back into Auditing / Accounting as well

They recently relocated to the Nelspruit area and he is looking for the next opportunity to further his career

He is looking for a new opportunity in Nelspruit and his salary is R40 000

If interested in this candidate please contact Lizanne at 076 706 8418 for more information

New Year Resolution Funnies...

© MARK ANDERSON

WWW.ANDERSTOONS.COM



"My New Year's resolution? Set some unattainable career goals. Then some reasonable ones. Then something easy. Then settle into February. You?"

New Year's Resolution #1:

Be More Awesome than last year.

