

Welcome



Diane Koert
Internal Recruiter

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I've learned that people will forget
what you said,

People will forget what you did,
but people will never forget how you
made them feel.

Maya Angelou

It is almost time for the holidays!!!

School Holiday:
Thursday 29 March—Monday 9 April

Public Holidays

Day	Date	Holiday
Wednesday	March 21	Human Rights Day
Friday	March 30	Good Friday
Monday	April 2	Family Day
Friday	April 27	Freedom Day

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How leaders can help manage employee stress to improve performance

Not all stress is the workplace should be considered "bad", and team leaders need to know how to help employees manage such stress in order to build stronger teams and increase productivity. Additionally, identifying and using stress to their advantage, new employees and the recently promoted are more likely to rise to the occasion.

"Someone given a new job or added responsibility at work may initially be anxious about the task ahead. With some leadership guidance, support and encouragement, their anxiety will push them towards becoming more productive at the task, to reach a point where their understanding and enthusiasm makes them excel," says Georgina Barrick, MD of Cassel&Co, Insource ICT and IT Edge – the specialised recruitment agencies of ADvTECH Resourcing focusing on Finance, Accounting and IT.

But she says without support, and with the inevitable addition of further challenges and pressure, performance will suffer and burnout ensue.

"Tasking an employee in a company with the next step in the career ladder will almost always increase anxiety and stress, and so it should. The mix of excitement and trepidation of learning something new, with increased responsibility, usually gives enthusiastic, prepared people the impetus to learn more and produce more.

"However asking too much, too soon of employees – perhaps giving them the promotion but expecting them to pick it up and run with it and know everything about their new function immediately - creates the type of bad stress that is tantamount to sabotaging their chances of success."

Barrick says that determining how to tell whether a prospective candidate is ready for a role, or an employee for new or additional challenges associated with a promotion, requires some insight from business leaders – not only about good and bad stress and its effect on individuals, but about the individual themselves.

Know your staff

"Not all employees who appear enthusiastic and capable are ready for the next step; and not all the quiet but conscientious staff members should remain exactly where they are because they seem to perform that specific function so well," she says.

"Today's business leaders are required to know far more about their employees to be able to determine which are the innovators, the leaders, the high performers and the quiet, backbone-of-the-company members. Spending time getting to know your team members and how much of a challenge each can handle and when it's most appropriate is key to retaining the most agile and best possible talent for your company."

Barrick says by knowing who is ready to take a leap on the ladder and who will merely be over-loaded, leaders are able to create specific challenges that can be met by individuals, adding to the growing base of institutional knowledge and performance in their companies.

"These leaders are the ones who understand good stress and how it creates innovators, and who can help their employees navigate the challenges associated with increased responsibility. And these are the leaders who will build the top teams required to stay competitive in our rapidly changing world of work."

Top Candidates



Gauteng—Regulatory Manager

Our equity candidate in the FMCG Industry and currently based in Johannesburg has the following skills to attribute to his next employer.

CAREER SUMMARY & EXPERIENCE OF:

Expert Sales, Retail Logistics, Customer Service, New Business Development, Project Management, Pharmaceutical, Financial Services & FMCG professional with a track record of affecting positive changes in organizational culture, developing highly motivated staff, enhancing professionalism, increasing revenue and leading sales operations to increased effectiveness in the following areas:

- ◆ Development of Professional Culture
- ◆ Effective Territory Planning
- ◆ National Sales Training, Coaching and Development
- ◆ Talent Recruitment, Succession Planning and Change Management
- ◆ Sales Performance Management & Improvement
- ◆ Accurate Sales Forecasting, Budgeting, Planning and Growth
- ◆ Effective incentive structures creation for enhanced team performance
- ◆ Critically implementing and refining processes, systems and procedures for organizational effectiveness and efficiency
- ◆ Managing HR policies & procedures in strict accordance with BCEA

He is currently in the market for personal growth and career development opportunities. His aim is to train and develop top quality sales people in order to unlock their leadership potential and customer service excellence in the FMCG sector.

Please contact Janine Julyan at 083 235 0707 for more information

Gauteng—Project Manager

This candidate has at least 20 years experience in Project Management, Rental and Sales within the Reals Estate Environment. He completed his NQF4 and is a registered Estate Agent.

He resides in Pretoria and knows the metropolitan area extremely well.

His great attention for detail, highly individualistic and his incisiveness in his approach, is what makes him suitable for any related position in Property Management. He thrives on challenging assignments and has a high drive to achieve. Time management is very important to him and he adopts a hand on approach.

Can interact with people on all levels in a effective way and encourage co operation between team members. He considers himself to be open and always visible and accessible to staff and clients and can motivate them.

This candidate is currently in the market for R17000 - R20000 and is available immediately.

Please contact Helen du Toit at 076 772 9933 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



Gauteng—Human Resource Manager

Our candidate has 10 years experience in the human resources and industrial relations industry and has completed a number of courses. He has a wealth of experience and knowledge in this environment.

In his opinion a Successful a Senior HR/IR Officer should have the following attributes:

- ◆ Assertiveness and paying attention to details
- ◆ Have extensive knowledge of the BCEA, LRA, EEA, SDA, OHSA and COIDA
- ◆ Talent Management and succession planning
- ◆ Uphold and enforce company policies and procedures
- ◆ Manage the employee life cycle in the organization
- ◆ Have a smooth and great working relationship with Unions, Management and employees
- ◆ Be a reference of IR and HR processes for employees and management
- ◆ Be a change agent and always be a focal point for implementing and cascading new and reviewed policies and procedures

Why he would be an asset to your company:

- ◆ Has a wealth of experience of Industrial Relations and Human Resources knowledge
- ◆ Has solid experience in dealing and negotiating with trade unions and bargaining councils
- ◆ Resourceful and employs sustainable solutions in the workplace
- ◆ Good at coaching and dispute resolution
- ◆ Has integrity and has been entrusted with sensitive and confidential information
- ◆ Punctual and pays close attention to detail

He is well presented and professional in his presentations. He has exceptional communication skills and a transparent personality. He is seeking a stable environment, is available immediately and his salary requirements are R40 000.

Please contact Hayley Kagerer at 079 680 1982 for more information

KwaZulu Natal—Employee Relations Manager

Our candidate holds a BJuris and LLB degree and is currently busy with his studies towards his LLM which he wants to complete in 2018. He was admitted as Advocate of the High Court of South Africa in 2007. He has more than 10 years experience as an Employee Relations Manager. He is passionate about Employee Relations and feels that his current position as Divisional General Counsel, is holding him away from his true passion and would like to move back into pure Employee Relations Management.

These 5 Attributes make him an excellent candidate for an Employee Relations Manager

Integrity

- ◆ Commitment
- ◆ Passion for ER Management
- ◆ Empathy
- ◆ Commitment to excellence

He is willing to relocate within South Africa.

Please contact Johalize Swart at 021-201 5077 for more information



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Recruitment needs immediately!**



**They are ambitious,
Young bright minds
that are willing to learn.**

For more information contact Janine Julyan
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Office Funnies...



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