

Employing more than 5 Employees per month?

Who will benefit from this service?

- ◆ Any large HR department with high volume recruitment requirements
- ◆ Companies with an average to moderate staff turnover and graduate/in-service training placements
- ◆ Any company that recruits externally between 3-5+ positions on average per month
- ◆ Any company that pays additional career portal subscriptions and that are not managed properly
- ◆ And the reality of NOT HAVING enough time for your full HR day!

Why use Intelligent Placement?

- ◆ Personal touch and not automated response handling
- ◆ Experienced consultant dealing with the ad response handling
- ◆ Professional and accurate feedback
- ◆ Saving time & money for HR
- ◆ Monthly or Quarterly feedback sessions
- ◆ Placing professional ads confidentially on behalf of your Company

The solution is a Retainer Agreement!

It has never been easier to find the right staff, quickly and efficiently!!

Please contact any of our consultants for more information on how we can make your life easier!!

SUPPORTING PROSTATE CANCER & MALE MENTAL HEALTH INITIATIVES

MOVEMBER

Knowledge is Power • Moustache is King

Movember is an annual event involving the growing of moustaches during the month of November to raise awareness of men's health issues, such as prostate cancer, testicular cancer and men's suicide.

The state of men's health is in crisis. Men experience worse long-term health than women and die on average six years earlier. Prostate cancer rates will double in the next 15 years. Testicular cancer rates have already doubled in the last 50. Three quarters of suicides are men. Poor mental health leads to half a million men taking their own life every year. That's one every minute.

Our fathers, partners, brothers and friends are facing this health crisis and it's not being talked about. We can't afford to stay silent!

By encouraging men to get involved, Movember aims to increase early cancer detection, diagnosis and effective treatments, and ultimately reduce the number of preventable deaths. Besides annual check-ups, the Movember Foundation encourages men to be aware of family history of cancer and to adopt a healthier lifestyle.

For more information and how to get involved visit: <https://za.movember.com/>

**"It's not the men in your life that matters,
it's the life in your men."**

Mae West

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Top 7 Qualities of a Successful Team

A strong team are the foundation of high-performing business and a good team ethic can be held largely accountable for the success and smooth running of the organisation. If employees do not gel and work well together, problems can arise, such as poor organisation, missed deadlines and conflict within the workplace.

So what can teams do to ensure that they are collectively productive and drive the company forward? Here are a few qualities that a successful team possess.

1) They communicate well with each other

They communicate openly with each other, sharing their thoughts, opinions and ideas with members of their team; as well as taking into consideration what others have to say. Communication is essential for keeping track of progress and working together efficiently on tasks. Poor communication can lead to crossed wires, that can mean work is left incomplete/incorrect or conflicts can arise.

2) They focus on goals and results

They agree on and set team goals based on outcomes and results, rather than just on the amount of work being done. A clear plan can then be set about how they are going to achieve these objectives, as a group, as well as each individuals contribution. This provides them with clear direction and gives them something to aim for collectively.

3) Everyone contributes their fair share

Each member of the team contributes their fair share of the workload and fully understand what their responsibilities are and where they fit in with the running of the business. They feel a sense of belonging to the team, are committed to their work and really care about the success of the company.

4) They offer each other support

Team members are always happy to assist others when they need a helping hand with work. Teams are often more productive when they are also offered support from the organisation and access to the required resources.

5) Team members are diverse

Everyone is unique and will be able to offer their own experiences and knowledge that others may not possess. Diversity is needed so that all of the required skills are covered by somebody in the team and each individual can be assigned a particular role on the basis of their strengths and skills. A variety of personalities, age groups, cultures, etc. can also bring creativity and a broad range of ideas to the table.

6) Good leadership

A strong team usually have a leader that they trust and respect. This individual essentially works as the glue holding the team together and should be responsible for setting the pace, offers encouragement and motivation and keeps all members of the team updated.

7) They're organised

Organisation is essential for the smooth running of a business. Without it the workplace can become chaotic and goals are unlikely to be achieved. Though each individual should be responsible for organising their own workload, management should ensure that everything is running to plan and each member of the team is getting their work completed efficiently. Holding regular meetings can help to make sure that everyone is on the same page and deadlines are being met.

8) They have fun

It shouldn't be all work and no play! This can lead to burnout and lack of productivity, so it's important to inject a bit of enjoyment into working life. Teams who work particularly well together enjoy each others company and get together outside of the office from time to time to socialise and have some fun! Building a positive relationship with your colleagues can make for a much more relaxed environment and reduce conflict.

Top Candidates



KwaZulu Natal—Senior Lecturer Pharmaceutics

Our candidate has gained numerous years' experience as a Pharmacist and within the Higher Education Environment. He completed his Bachelor of Pharmacy (BPharm) in 2003, his Master of Technology (Pharmaceutical Sciences) in 2004 and currently studying towards his PhD (Pharmacy)

In his opinion, a Senior Lecturer: Pharmaceutics should have the following attributes:

- Have a passion for Higher Education and Pharmaceutics
- Have experience in teaching under / post-graduate students
- Have experience with supervising and doing research
- Can establish and maintain relationship – internally and with stakeholders
- Have the ability to “entertain” – sharing the joy of what you are doing when teaching
- Pay attention to detail

In his opinion, he would be an asset for your institution based on the following:

- He has the theoretical knowledge and academic background
- He has a diverse practical and academic experience
- His passion for the Higher Education and Pharmaceutics
- His ability to impart with his knowledge and motivating his students
- His attention to detail

The candidate is fluent in English, presents himself in a professional manner. He has exceptional communication skills and an outgoing personality.

If interested in this candidate please contact Faith Solomon at 021-201 5077 for more information

Western Cape—Financial Manager

Our candidate excels in creating order from chaos and ambiguity. He is currently busy completing his PhD in Management Studies. He is a people's person. He is a natural problem solver , project committed , he drives for results and always sees the bigger picture. He always thinks outside the box and treats all staff members with the deserved respect and he motivates all to make sure everyone realises the importance of reaching the end goal in the given time.

He prides himself on quality assurance within the industry, he is goal orientated , motivated , driven and flexible. He is a people's person and seeks as well as provides role fulfillment. He seeks an opportunity for personal growth and eventually wishes to consult in the long run , by mentoring businesses and its staff ins Supply Chain Management. He aspires to learn something new everyday. It is his belief that there is always something we can discover or teach and he applies this to his work each day.

He is a dedicated and self reliant manager who is focused on delivering and exceeding his goals and targets.

He is fluent in English , is an excellent communicator and very well presented , he has a 30 day notice period and a salary expectation of R 840 000 p/a (negotiable).

If interested in this candidate please contact Alison Knowles at 021-201 5077 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



Eastern Cape—HR Coordinator

Our African female candidate is an experienced HR Intern and has recently completed a one year contract at a reputable FMCG Manufacturing company. She comes very highly recommended by her last employer who have praised her contribution to their HR Team and her outgoing personality was a welcomed attribute in the HR environment.

She is currently finalising her BTECH in Human Resources at NMU and hopes to graduate with her degree in 2018. She has excellent experience in recruitment & selection, general HR administration, new employee induction and have had exposure to Employment Equity meetings as well.

She is an excellent team player and very adaptable to any environment, she will prove to be an asset to your company in no time, hence our confident recommendation of her skill set to any future employers.

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

Gauteng—Business Development Manager

Our African female candidate based in Gauteng, is a seasoned Sales and Customer Relationship Consultant in the Services industry based on her excellent working experience and knowledge/skills gained to date.

She has solid CRM, administration, computer literacy, project coordination, business development, pricing and costing of quotations experience.

She is currently in the market for a similar position to showcase her skills and ability to add value to an organisation through excellent customer service and building long-term business relationships.

Her ultimate goal is to close the gap of handling business development duties and generate more business by portraying a professional image of her company to clients and have a good ROI in terms of time management and other.

She is self-motivated, vibrant, mature and always willing to learn and go the extra mile, hence my recommendation of her to any suitable Sales Executive or Business Development Manager position in future.

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

Mpumalanga—Financial Manager

Financial Manager with an exceptionally stable track record

She has 10+ years finance experience

She was with the same employer for 11 years

She has experience in all aspects of Financial Management, as well as having to do it for more than one company

She was in charge of the Financial Manager of 7 Subsidiaries

Her expected Salary is R38 000 + Benefits and she is available to start immediately

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

Why Year-End Functions are Beneficial to Your Business

To staff party or not to staff party?

The state of the economy in South Africa presently has inadvertently made companies decide to give their annual year-end function a miss. The problem is that these functions are pivotal in keeping staff morale lifted.

The Group Sales & Marketing Manager at Premier Hotels & Resorts, Grant Sandham, has seen his fair share of year-end functions at the many hotels around the country. He explains that these functions are important as they give employers the chance to show employees their gratitude for the work accomplished in the year. Even in tough economic times, this 'reward' can increase employee retention, efficiency and overall office prosperity.

Efficiency

Deloitte and Touche's HR team has conducted research that shows that businesses that recognise their employees have about 14% more productivity than those who don't. Globoforce (human capital management software solutions provider) has also found that gratuitous employers solidify the bond and loyalty with their employees. Staff feel good when they are recognised and tend to be more efficient as a result.

Sandham goes on to say that hosting these year-end functions allows employers to get to know their staff on a more personal level. This 'out-of-office' experience can bring real insight into who your employees really are and can allow you to manage them better.

Profitability

This increase in efficiency and productivity will in turn affect your business profitability as a result of increased employee engagement. Gallup, a global performance management company, found that businesses with high employee engagement surpass those who don't by 22% in profitability.

Employee Retention

With findings from a new Globoforce survey showing that 85% of employees feel more satisfied with their jobs as a result of being recognised, it's not surprising then, that 68% of organisations who show their employees appreciation report a direct positive impact on retention.

Sandham concludes that over and above these benefits of an end-of year function, the event assists staff to end the year on a positive note and inspire them for the next year of work.

Employees who are inspired are fundamental for a business to prosper, and there is no better way to motivate people than a year-end party!

Tip: Add a competition into your event, focused on an upcoming goal, tell them the awards you'll be giving out at NEXT year's year-end party. Whatever way you can subtly add a focus on the future into your annual event, you will have begun to set the stage for success.

Office Funnies...

