

intelligentPLACEMENT NEWSLETTER

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OCTOBER IS BREAST CANCER AWARENESS MONTH

Global statistics show that 1 in 8 women have breast cancer. At Groote Schuur Hospital (GSH) for example, between 10 and 20 new breast cancer patients are diagnosed every week. Although these figures can be scary, there's a lot you can do to not only help yourself, but also to spread awareness about breast cancer.

Early detection and self-examination is vital

For women, monthly breast self-examination is an important screening method. Women over the age of 45 should consider going for a regular mammogram. Younger women have denser breast tissue and would benefit more from an ultrasound examination than a mammogram. Family history plays an important role in determining how prone someone is to developing cancer. This is especially true for immediate family members (mom or sister) who were diagnosed at a relatively young age. Be sure to discuss all of these issues and concerns with your doctor.

It's also important for you to know what's normal for your body and to be aware of symptoms of cancer, as early detection improves the chances of successful treatment. We suggested that you do a simple monthly breast self-exam to check your own breasts for lumps or anything that seems unusual.

Male breast cancer

Many men don't know they can get breast cancer. They may not notice a change or think it's important and may be embarrassed to say anything. This can delay diagnosis. As a result, breast cancers may be found later in men. The male breast is much smaller than the female breast - this makes it more likely that cancer will spread to the chest wall. Finding breast cancer early can improve survival.

If you or one of friends have been diagnosed with breast cancer, these organisations can help: Cancer Association of South Africa, Pink Drive



IMPORTANT NEWS!

Intelligent Placement is now VAT Registered!

Due to continued growth of our company we became VAT registered from 7 August 2018.

It has been through your continued support as a valued client that has helped the growth as a business, and we look forward to being able to continually provide the excellent level of service to you.



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Why are exit interviews so important?

The way an organisation engages top talent throughout the hiring process is critical to securing that talent and maintaining a positive brand reputation. When businesses think about talent strategies, their thoughts normally go to talent acquisition and on-boarding. Manpower Group South Africa's managing director, Lyndy van den Barselaar, explains that following the right strategies around talent outplacement is just as important, in terms of the recruitment process.

“Exit interviews are conducted after an employee resigns, and before the employee leaves the company. This gives the employee the opportunity to share their insights into concerns around issues like company culture, processes, management styles and strategies, employee engagement strategies, workplace ethics, and so on,” explains van den Barselaar.

In an uncertain economic climate, acquiring and maintaining the best talent is a competitive advantage. “Employees are customers of your business too. Knowing the strengths and weaknesses your business has from the perspective of an employee is vital in ensuring your business is doing the best it can – and someone who is leaving the business is more likely to be honest and open about their opinions,” says van den Barselaar.

She provides the following tips for carrying out successful exit interviews:

Measuring what matters most

“Focus on why the employee would want to leave the business, and what their experiences were. This will allow you to understand trends and patterns, such as if there are certain departments or sections of the business that are particularly problematic, or a management style that is causing high turnover,” says van den Barselaar.

Make use of learnings

The exit interview should not just be about gathering the information, but about deciding how best to use it.

“Importantly, businesses need to use the information gathered to make decisions and changes, where necessary; to ensure that they are improving on their weaknesses,” she says.

Improve the recruiting process

Exit interviews can also assist the employer to understand the differences between the employee’s expectations around their job role and their actual experience. “This information is important in improving the recruiting process going forward, and ensuring that new employee’s expectations are more aligned with their role, the right training is provided, and so on,” says van den Barselaar.

Improve the workforce

“Any feedback in terms of management styles, line managers or colleagues should be taken into account and strategically fed back into the existing workforce of the business, to ensure each employee is performing at their best and knows where they might need to improve, or where their strengths lie,” says van den Barselaar. This kind of information can help to build a strong workforce within a company.

Protect the business’ reputation

People talk – and if an employee has had a particularly bad experience at a company, they are bound to share this with their friends and family, and perhaps even future colleagues. “To ensure a positive business reputation amongst job seekers, possible future candidates and customers, it is important to do what you can to remain on positive terms with employees – including those who are leaving. Giving an employee the chance to feel heard, give feedback and ask questions before they leave will ensure they feel valued – and assist you in ensuring a positive reputation for your business amongst those who are most important.” Many organisations get an independent third party to conduct their exit interviews due to concerns about confidentiality, and ensuring that the correct processes are followed. “The right partner will ensure the best talent acquisition and management for your particular business, aligned with the business’ goals and strategies,” says van den Barselaar.

She concludes by encouraging all businesses to include exit interviews as part of their employee engagement strategies.

We have the right candidate for you!

For more Top Candidates visit our website

@ www.intelligentplacement.co.za



FREE STATE—BLOEMFONTEIN—TAX ADVISOR

Our candidate has completed her Bachelor of Commerce Honours in Taxation and is currently busy with her MCom South African and international tax on a part time basis, which she is hoping to complete by the end of 2018. She is also currently finishing her articles at an Auditing Firm in the Free-State to elevate her career to the next level. She has various computer and personal competencies listed for your perusal below. She is an excellent finance candidate with a bright career in the South African tax arena before her, hence our confident recommendation of her skill set for your future perusal.

Computer Skills and Competencies:

MS office 2007 & 2010, Ms Excel, Ms PowerPoint, Ms Access, Windows XP and Internet explorer
Pastel, Xero Accounting, Intercode Payroll, Audit Mate, Easyfile, E-filing

Her formal experience includes but is not limited to:

- Microsoft office package's · Pastel and other accounting software
- Business and environmental awareness · Problem isolation and analysis and excellent interpersonal skills

Contact Janine Julyan—083 235 0707

GAUTENG—JOHANNESBURG—KEY ACCOUNTS MANAGER

Professional, honest, diligent and a hard worker and always strives to do the best in any project that she takes on. Sets goals and standards for herself as she takes her career very seriously. Confident individual who is a great leader and is a team player as well. She believes motivation and acknowledgement is the best key to get things done in a team. In her experience she has gained ample knowledge, protocols, business processes from different perspectives i.e., building and maintaining relationships with internal and external stakeholders as well as understanding large corporate accounts. She presents herself with respect, confidence and professionalism as she represents a brand.

She has a strong personality and believes she is very influential. She was selected to be part of a pilot programme for the British Council for about two years. She participated in conferences globally, held workshops and did presentations which has given her great people skills. She is young, creative, ambitious, determined and would be a great addition to your team.

Salary expectations are R35 000 and her notice period is 1 month.

Contact Hayley Kagerer—079 680 1982

More Top Candidates...

GAUTENG—JOHANNESBURG/PRETORIA—CHEF

I would like to take this opportunity to recommend our candidate to you to assume the position of chef at your restaurant. He has served as a Chef for 20 years and has done an amazing job.

He can run any kitchen exceptionally well with no problems whatsoever and comes highly recommended. I am confident that he will run your kitchen with style and professionalism.

He is polite, friendly and has a great relationship with staff and is a team player. He is mature, groomed, decisive, great communicator and loves cooking as well as interacting with people.

Our candidate is available immediately and his salary expectation is R14 000 per month. He is willing to relocate Nationally or Internationally.

Contact Diane Koert—021 201 5077

WESTERN CAPE—CAPE TOWN—CHARTERED ACCOUNTANT

This young, vibrant and professional gentleman completed his BCom (Financial Accounting) and passed his SAICA exams on his first attempt. He has three years auditing experience, with clients ranging across financial services, retail, manufacturing and real estate.

His extensive knowledge of International Financial Reporting Standards (IFRS), IFRS for Small to Medium-sized Entities and International Standards on Auditing with a strong appreciation of financial statements will prove to be an asset to any company.

He has exceptional interpersonal skills, with a outgoing personality and presents himself in a professional manner.

His traineeship is ending in December 2018 and he available from 1 January 2019, his salary is expectation is R35 000

Contact Faith Solomon—021 201 5077

For more Top Candidates visit our website
@ www.intelligentplacement.co.za

INTERESTING FACTS

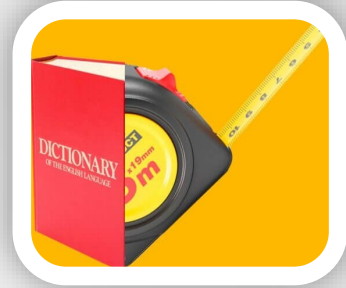
Peanuts aren't technically nuts

They're legumes. According to Merriam-Webster, a nut is only a nut if it's "a hard-shelled dry fruit or seed with a separable rind or shell and interior kernel." That means walnuts, almonds, cashews, and pistachios aren't nuts either. They're seeds.



The longest English word is 189,819 letters long

We won't spell it out here (though you can read it [here](#)), but the full name for the protein nicknamed titin *would take three and a half hours* to say out loud.



Samsung tests phone durability with a butt-shaped robot

People stash their phones in their back pockets all the time, which is why Samsung created a [robot that is shaped like a butt](#)—and yes, even wears jeans—to "sit" on their phones to make sure they can take the pressure.



Only a quarter of the Sahara Desert is sandy

Most of it is covered in gravel, though it also contains mountains and oases. Oh, and it isn't the world's largest desert—Antarctica is.



FOR MORE INTERESTING FACTS VISIT <https://www.rd.com/culture/interesting-facts/>

Office Funnies...

