

Destination workplaces

HAVE THE COMPETITIVE EDGE

Businesses that can find a way to become a 'destination workplace' will earn a distinct competitive advantage as the knowledge-based workforce of the developed world ages and the new, connected workforce of the developing world enters the market.

Sandy Mohonathan, HR lead at Microsoft SA, says that as the competition for talent heats up, businesses will increasingly have to cater to the desires of all employees, increasing the focus on and the resources allocated to HR functions, while ensuring that the culture of the business is one that attracts, develops and retains the best talent.

In today's fast-paced world the development timeline for new managers is shrinking. The old paradigm of managers learning the ropes just by observing their bosses does not apply anymore; never before have so many companies in South Africa complained about front line skills shortages. Companies are actively developing the skills of front line management, an action that will most likely lead to great success in the new South African business environment. For over 15 years Partners in Performance International have been teaching front line managers 'how to manage' by applying the principles of direct coaching. Often resulting in ten to 20% improvement in productivity, front line coaching can very often offer return on investment while also adding to the skills base of South Africa's next generation of managers.

Undeniably, the up-skilling of workers is a priority for most organisations today. The question, however, is does your organisation consider the up-skilling of front line management a priority? The next time you hear someone complaining about a lack of managerial skills, remember – it is a poor artisan who blames his tools. 3S

