



OUR SERVICE

People, Systems and Strategy



YOUR CHALLENGES

“...enjoying consistent, remarkable results is becoming more tasking for the leadership teams of companies far and wide”

Your Challenges?

Changes within and changes without place a great demand on organisations to adapt their operating framework consistently to deal with these challenges. Consequently, the quest for creating a sustainable future and enjoying consistent, remarkable results is becoming more tasking for the leadership teams of companies far and wide.

The path to value creation and winning starts with proactively asking the right questions about your most important asset, your people, and the tools and structures available to them to take the organisation where it wants to go.

Is your organisation’s leadership asking itself one of the following questions?

- ⦿ Do we have a value and culture system that engenders employee commitment?
- ⦿ Are all employees in the organisation fully engaged and effective?
- ⦿ Is employee negativity eroding organisational performance and market share?
- ⦿ Do we have entrenched systems and processes that will consistently deliver desired results?
- ⦿ Is there a clear and flexible strategic model in place to achieve our goals?



Here are some of our answers to the questions so many leaders are asking themselves in the still of their offices.

RECRUITMENT POLICY CHANGE

We have developed a workable recruitment solution that focuses on values and culture and leads to recruitment of best-fit employees; we can work with you to implement it.

CULTURE MANAGEMENT

We can work with your organisation's leadership to implement a culture rejuvenation system.

TRUE LEADERSHIP, EMPLOYEE COMMUNICATIONS AND EMPOWERMENT, ORGANISATIONAL STRUCTURE, PERFORMANCE RECOGNITION

RtHE Consult can help you to improve organisational effectiveness by dealing with these critical elements.

EFFECTIVE EMPLOYEE SURVEYS, IMPROVING EMPLOYEE UNDERSTANDING OF RECOGNITIONS AND REWARDS AND MANAGING NEGATIVITY IN THE WORKPLACE

A clear understanding and alignment of these concepts in your organisation along with tactical action plans from surveys can help you to derive the maximum benefit of recognition and reward schemes in achieving better results.

PROCESS DESIGN AND ENTRENCHMENT

taking what you do from the verbal domain to a documented system that ensures consistent value addition.

INNOVATION MANAGEMENT

adding innovation to the mix so that the organisation remains relevant and profitable.

STRATEGY ALIGNMENT & INNOVATION

reviewing the impact of strategic plans vis-à-vis the Balanced Scorecard and adjusting the organisation's path through alignment and innovation for value creation.



OUR SERVICES

Our Services.

RtHE works with organisations to answer the critical questions and manage change, and to inspire confidence that boosts performance and delivers long term results.

The First Step: RtHE Consult's PACEM® Solution.

PACEM® is the Proactive Altruistic Customer Engaging Method solution helps management teams to understand how effective their value creation capacity is and to take remedial steps to ensure a sustainable future. RtHE Consult uses PACEM® to ensure its clients enjoy strong and workable business solutions, while getting much more through Value Added Services all leading to remarkable results.

What is it?

PACEM® is a proactive tool that enables both your company and RtHE Consult understand and appreciate your company's needs which allows us offer you tailored solutions that will lead to assured results.

How does it work?

- ⦿ Survey to assess your company's strengths and performance focussing on people, systems and strategy.
- ⦿ Analysis and diagnosis to reveal current performance gaps and link these with the latest business practices that drive organisational effectiveness and competitive advantage.
- ⦿ Agreement with your organisation on workable solutions with recommendations for implementation plans that focus on your core challenges.



OUR SERVICES

Benefits

- ⦿ Organisational health check report- Snapshot of critical areas that affect your organisation's overall performance.
- ⦿ People engagement drivers - Identify key factors that drive differences in people performance and develop a road map for improvement.
- ⦿ Critical success factors – Realign your business drivers for strategic alignment, better tracking and to ensure that desired results are achieved.
- ⦿ Innovation decisions – Use insights and our guidance to target and implement key changes to improve effectiveness and profitability.

The Second Step

Now that we know where we want to go to together having agreed on a course of action via the PACEM® engagement, we implement tailored consulting services and or customised training courses in the following areas in line with your company's mandate.

PEOPLE MANAGEMENT

We are committed to helping your organisation to realign your people's values to that of your organisation, to inspire confidence that boosts employee performance, and to deliver sustained individual and organisational success.

SYSTEMS MANAGEMENT & INNOVATION

"Systems effectively channel and control business efforts to give desired results, while people run and innovate the systems"

– Tsuwa Thompson.



OUR SERVICES

Our goal is to work with your organisation to embed a culture of systematisation in your activities to guarantee desired results, consistent customer experience and a sustainable future through your people.

STRATEGY MANAGEMENT

A robust and potent strategy creates immense stakeholder value by leveraging on people performance and effective systems to deliver products and services that customers need and want in a profitable manner while creating competitive advantage that secures a sustainable future.

Our job is to assist your organisation to convert strategies to realities and increase its productivity, profitability and cashflow.

EFFECTIVENESS SURVEYS & DEVELOPMENT PROJECTS

Real and live statistics form part of the success formula of any organisation. Starting from what their customers want, to what motivates their employees and how successful a new change is, organisations need feedback to improve, innovate and out perform competition.

EXECUTIVE COACHING

RtHE Consult understands the challenges of executives and provides a unique service to assist them excel in their organisations. RtHE Consult understands the need for the highest level of confidentiality in the provision of this service and tailors it to meet clients' requirements.

CLIENT BENEFITS



Client Benefits

To us benefits are tangible things that can be seen, touched and experienced.

REFRESHED AND ENERGISING EMPLOYEES

Better attitudes and deeper commitment to your organisation's rejuvenated values and culture leading to stronger and more consistent employee output.

VALUE CREATION CULTURE AND SYSTEMS

Systematisation of your business assuring you of predictable and consistent results coupled with continuous improvements through innovation practices.

MARKETPLACE ADVANTAGE

Re-focussed efforts based on strategies that fit socio-economic realities leading to a strong competitive advantage and concomitant, remarkable results.

A NEW CUSTOMER EXPERIENCE

Engaging your employees will be a great delight. The service enjoyed because of your systems rejuvenation will be nothing short of excellent. Your forward looking strategic approach will create a future that all will naturally and pleasantly blend with. Ultimately, your organisation will redefine the customer's experience.

VISIBLE IMPACT

Increased brand vibrancy associated with revenue and profitability jumps taking your organisation into a sustainable future.

CONTACT

**Call us today for
a free PACEM session**

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**For more information
on our services and how we
can be of assistance,**

**please send us an email:
via talktous@rtheconsult.com**

About RtHE Consult.

We strive to create sustainable futures.

We are a **Consulting Firm** that works together with businesses to redefine their strategic perspective and deal with the core elements of change. Essentially, we specialise in **Change and Strategy Management** by sharing **tailored business insights** with the people who run these entities.

Ultimately, RtHE Consult boosts clients' confidence and translate their potential into remarkable results for their benefit. On a day to day basis, we are **creating financially strong and sustainable futures** for all stakeholders while being true to our corporate mandate, our values, and our social responsibility goals.

What makes us different?

OUR DRIVING DESIRE

We push to see that our clients achieve their goals and fulfil their dreams.

'CONFIDENCE'

We will not be satisfied unless our clients leave us excited, knowledgeable and eager to initiate change.

QUALITY SERVICE WITH ZERO ATTITUDE

We ensure clients get what they want.