

Human Capital / People Management, Development and Motivation

Is your organisation's human capital management system enabling adequate people effectiveness and efficiency to ensure your strategy is realised?

Developing and leveraging your employees' competencies and stimulating their motivation are key initiatives for ensuring effective and aligned strategy execution.

For organisations to successfully execute on their strategy, employees need to embrace the company's vision to motivate and enable them to successfully implement strategic objectives. For this to be realised, and for organisations to make the right investment in the capacity of human capital, an organisation needs to have a clear outline of the various levels of work and the associated key performance areas including the competencies required. The effective management and motivation of human capital remains a vital task in every organisation.

All too often, employees perceive the process to lack credibility as performance contracting and competence development takes place based on irrelevant criteria or poorly thought-through measures.

StratNovation provides guidance in clarifying roles and responsibilities at various levels within the organisation using an output-based job-profiling approach. Associated competencies are identified to focus on employee / people development to support the organisation in realising its human capital objectives, this approach enables the organisation to strive towards continuously improving and sustaining performance. Motivating employees through Motivational Intelligence™ interventions is important to determine the right focus of day-to-day work, thus enabling the effective and diligent implementation of the organisation's strategic plan.

Human capital competencies provide an organisation with a common cultural thread which is envisaged as a language for success, as well as a useful framework for striving towards excellence. Likewise, competencies directly related to key performance areas or job outputs are imperative for successful performance. Focusing and understanding the required organisational competencies ensures that the necessary attention is given to specific aspects of job performance. This brings an essential dimension to understanding, managing and developing performance.

StratNovation's approach encompasses activities to identify key performance areas, measures and supporting competencies for each job position / role. This ensures that duplication of responsibility is removed and that specific job responsibilities are cascaded effectively throughout the organisation.

StratNovation's engagement typically includes:


- defining or realigning key result areas (KRA's) and key performance indicators (KPI's) for executive and senior management jobs,
- supportive competencies and behavioural criteria as a critical input to the training and development of human capital and
- performance management processes that entail the development of systems focusing on challenging issues such as:

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- o establishing performance goals;
- o performance and evaluation processes and templates; and
- o recognising and dealing with performance problems.

Interventions of this nature strive to:

- link people performance precisely to the organisation's strategy and strategic performance;
- enable flexibility by strategically-informed work design;
- create a common understanding and language for people in terms of linkage and adoptions of organisational practices;
- speed up adoption of new values and technologies;
- bring strategically-directed self-management into daily practice; and
- provide critical inputs to the recruitment and selection processes, performance management, reward management, career development and succession planning.


If the execution of the organisation's strategy is being hindered by human resources challenges, this approach will serve to address this.

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