

DWAF Portfolio Committee Presentation

Reviewed Turnaround strategy for
HR

March 2006

Presented by: DDG Corporate Services

Reviewed turnaround strategy

- ✓ Service delivery model : proper organizational structure
- ✓ Organizational architecture
- ✓ Organizational capabilities
- ✓ Organizational culture

Strategic thrusts - 2006

- ✓ Organizational design
- ✓ Acquisition of talent
- ✓ Retention of talent
- ✓ Skills development
- ✓ Performance management
- ✓ Building a smart organizational culture
- ✓ Improve EE status

Mission Critical Next Steps

- ✓ Complete verification process
- ✓ Policy reviews
- ✓ Strategy development
- ✓ Improve turn around times
- ✓ Closer alignment across HR divisions
- ✓ Stronger customer service ethos
- ✓ Complete skills audit
- ✓ Reduce backlogs
- ✓ Implementation of EAP

Our Destination

HR Centre of Excellence

Strong
leadership

Best Practice
Standards
Compliance

Commitment

Competent
People

Batho Pele
Culture

HR Foundation
Strategies, Policies, Systems, Alignment,
Quality Information