

# emergence

HUMAN CAPITAL

CONSULTING

REWARD

SURVEYS

OUTSOURCING

QUIKHR

REWARDINSTITUTE



Human Resource Consulting | Reward Consulting  
Surveys | Outsourcing | QuikHR | RewardInstitute



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## HUMAN CAPITAL

Emergence is a specialist Human Capital, Reward and Learning solutions provider. We specialise in enabling greater performance by assisting organisations to better attract, reward, engage, develop and retain highly talented people.

We base our solutions design on a deep set of research and IP within various areas of expertise. Strengthened by a network of offices across Africa and underpinned by appropriate skills, tools, technology and resources, we offer lasting solutions for your most complex and pressing problems.

We understand the importance of getting the right people in the right place at the right time – a critical part of our success is matching the skills of our consultants to the requirements of each client, for each component of work, in every project.

## DELIVERING RESULTS

[info@emergencegrowth.com](mailto:info@emergencegrowth.com)



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## CONSULTING

Emergence Consulting works to address your most intricate challenges, refine operational processes, and foster growth across all facets of your HR Function. We specialise in providing strategic advisory, pioneering solutions, and actionable blueprints for enduring success. Elevate your organisational performance and unlock potential by partnering with our experienced experts.

### We offer:

- ▶ Human Resource Strategy;
- ▶ Organisational Design | Re-engineering;
- ▶ Board Evaluations;
- ▶ Human Resource Audit;
- ▶ Change Management;
- ▶ Human Resource Policies and Procedures;
- ▶ Talent Management;
- ▶ Performance Management;
- ▶ Labour Relations Advisory;
- ▶ Job Evaluation | Grading;
- ▶ Job Profiling.

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## REWARD

Our Reward Consulting solutions provide you with the latest, most innovative thought leadership in this specialised field.

### We offer:

- ▶ Reward Strategy;
- ▶ Incentive Scheme Design (STI and LTI);
- ▶ Rewards Secondment;
- ▶ Cost-to-company Conversion I Package Structuring;
- ▶ Equal Pay Audit;
- ▶ Expatriate Solutions;
- ▶ Recognition;
- ▶ Employee Engagement Strategy;
- ▶ Employee Benefits Audit;

- ▶ Pay Scale Design;
- ▶ RemCo Advisory.



## GET AHEAD OF THE PAY CURVE

Our consultants are leading specialists and have developed thousands of solutions across a number of industries across Africa.

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## SURVEYS

Our surveys equip your business with market insights, empowering strategic decision making and efficient resource allocation. Connecting with your employees, the market and business needs is now more crucial than ever for success. Emergence Human Capital leads in all aspects of survey intelligence collection and analysis ensuring comprehensive support for your business.

### We offer:

- ▶ Africa Surveys and Emerging Markets;
- ▶ Global Salary Surveys;
- ▶ Industry Specific;
- ▶ Customised Survey;
- ▶ Salary Benchmarking;
- ▶ Executive Remuneration;
- ▶ Cost-of-Living;
- ▶ Employee Engagement Surveys;
- ▶ Non-Executive Director.



5500+ Employee Engagement



600+ Non-Exec Director



180+ Cost of Living



180+ Global



900+ Benchmarks



54 Africa



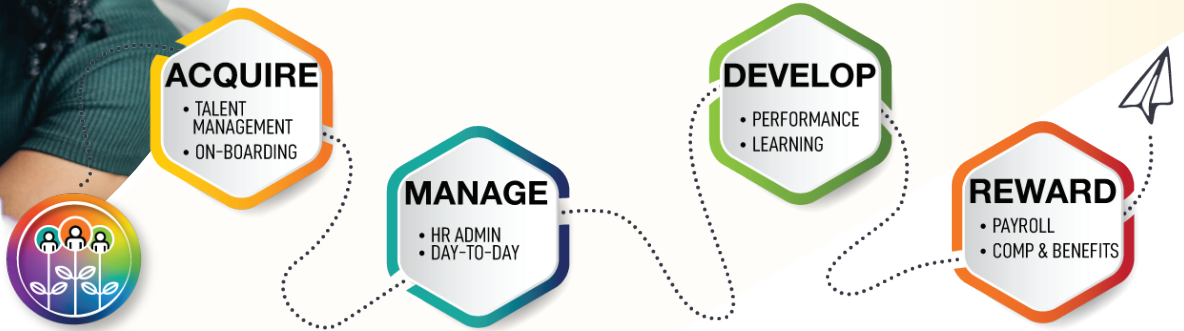
10+ Industries

# RewardExpert



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## OUTSOURCING



Emergence Outsourcing division provides retainer, secondment, or time-based HR & Reward Consulting. With tightening budgets and increased workloads, organisations can bring niche skills into the business to transform the effectiveness of the HR/Reward function. Our solutions are supported by unique HR & Reward technologies, with a strong emphasis on delivery and improved decision making through HR data and analytics.

We utilise experienced Human Resource & Reward experts who provide comprehensive advisory and consultancy service to ensure practices that are fair and equitable and ultimately position your organisation to attract, retain and motivate staff to drive a high-performance culture.

Key Benefits offered by Emergence Outsourcing include: Cost saving, expertise, increased efficiency, access to specialised skills, improved processes & compliance, and flexibility.

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### REWARD INSTITUTE

The RewardInstitute is a leading HR and Reward education provider, dedicated to empowering organisations to unleash the full potential of their workforce. We offer meaningful insights, research, and expert knowledge within the specialised fields of HR and Reward.

Our core mission is to enable and inspire top talent through innovative and impactful HR and Reward education. Whether you're aiming to nurture your organisation's talent or enhance your personal skills, the RewardInstitute is your dedicated partner in achieving success.

#### We offer:

- ▶ Skills Audit;
- ▶ HR Standards;
- ▶ National Human Resource Diploma;
- ▶ Project Management;
- ▶ SETA Accredited short courses;
- ▶ Certificate in Compensation Management (CCM);
- ▶ Certified Global Compensation Professional (CGCP);
- ▶ Job Profiling;
- ▶ Job Evaluation;
- ▶ REM101.

# QuikHR™

NEXT GENERATION HR TECHNOLOGY

With a mission to simplify and revolutionise HR operations, **QuikHR** offers a comprehensive suite of tools and solutions that empower HR professionals to drive strategic initiatives, increase productivity, and create a more engaged and productive workforce.

## RewardExpert

**RewardExpert** is an accurate and easy-to-use Total Reward system, offering live data and a host of supporting modules that will assist in setting appropriate pay levels, performing pay analysis, mitigating legislative risk, and addressing pay anomalies, across several industries and countries. **RewardExpert** delivers on all your reward management requirements.

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## QuikProfiler

Job profiling made simple. **QuikProfiler** helps organisations make sense of the profiling procedure and streamlines the job profile writing process effectively. A powerful web based system with an easy-to-use interface. **QuikProfiler** is both reliable and cost effective.



## QuikEval

**QuikEval** ensures that your job evaluation/grading needs are met in a way that is accurate, defensible, cost effective and consistent. This intuitive web-based system has graded thousands of roles across several countries and a range of industries. **QuikEval** uses the Paterson method of job evaluation as its primary methodology.

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## QuikSkills

**QuikSkills** is a web-based skills audit system which uses competency management principles as a basis. A Skills Audit is a process that can be used to identify the skills gaps in an organisation.

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### GLOBAL SALARY SURVEYS

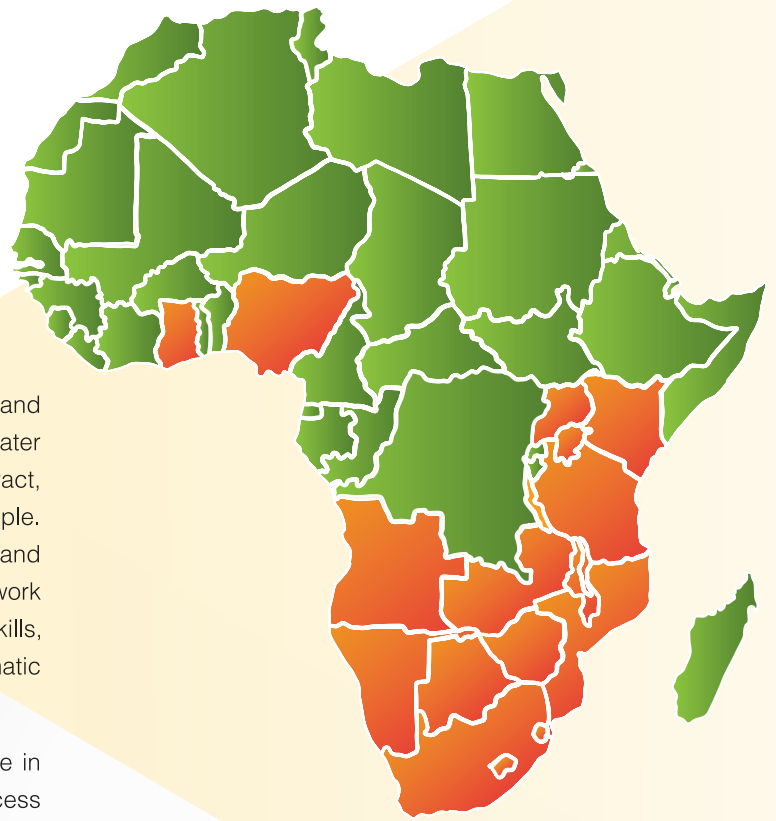
Indigo, TCM, McLagan

## REACH and CAPACITY

- ▶ Human Resource Consulting;
- ▶ Reward Consulting;
- ▶ Surveys;
- ▶ Outsourcing;
- ▶ QuikHR;
- ▶ RewardInstitute.

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We understand the importance of getting the right people in the right place at the right time - a critical part of our success is matching the skills of our consultants to the requirements of each client, for each component of work, in every project. If you would like to see testimonials of our work, please let us know.



● Office | Full Service | Data      ● Data | Fly-in

## PARTNERS and ASSOCIATES



## ASSOCIATIONS



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