



PROJECT

CLIENT REQUIREMENT



A market leader in retail real estate in South Africa required support in HR operations and performance management. Sponsored by the Head of Marketing & HR.

CULP SOLUTION



Complete culp's HR operating model tool to identify strategic and operational HR requirements. Develop a customized report with recommendations for implementation.

RESULT & IMPACT



The outcome of culp's HROM tool highlighted the need for L&D maturity to support performance management systems and KPIs. The recommendation included job analysis and competency framework development to effectively cascade the strategic goals and KPIs for performance management and career development.

The report highlighted a need for management development to effectively coach and motivate performance with L&D support. This recommendation has resulted in culp being invited to present at the annual management conference as a guest speaker on the topic of contemporary performance management.

LEARNINGS



Organisations are all focused on performance. Shareholders need to be satisfied and companies need to make profit to grow. However, performance is not standalone. For performance management to be effective it must be complimented by manager development and competence, L&D and integration into talent management.