

Who is  
**Thabo  
Piet  
Moodley?**

STRACIENTA.



# Thabo Piet Moodley

## and other dilemmas

It is widely acknowledged that being a Human Resources executive in South Africa is one of the trickiest jobs there is. Being responsible for the organization's human capital means solving a wide range of dilemmas – and for example finding out who is Thabo Piet Moodley!

Other dilemmas include how to manage talent retention, workforce engagement, recruitment, skills scarcity, learning and development, integrate diversity and so forth. The global economic downturn has not made it any easier. Initiatives dealing with these dilemmas are ongoing – yet now HR has to manage these with less resources and leaner budgets against a background of unpredictability and high-levels of organizational anxiety.

The dilemmas themselves, and managing them, are also complicated. Many of the contemporary HR challenges are interrelated and the dilemmas are made up of multiple layers and variables. It is not only difficult to find an innovative solution for a specific dilemma, but also tremendously challenging to 'wrap your arms around' the range of initiatives and tasks used to manage these dilemmas organization-wide.



## Solving the dilemma

Our fresh, innovative approach uses matrices, and the unique properties embedded in matrices, to manage and resolve these multi-layered dilemmas.

1.

### Using a matrix to align and integrate

Initiatives such as Talent Management run organization-wide, and are by their very nature both centralized and decentralized. Add to that Learning & Development Touchpoints, and interlink it with the Diversity Integration Initiative – and it becomes difficult to have a clear line of sight between all the dotted reporting lines.

Our matrix provides a clear, comprehensive and coordinated view of all initiatives, objectives, the human resources strategy and its components. It ensures focused discussion on contributions, aligns roles and responsibilities and serves as a basis for management information and prioritization.

2.

### Using a matrix to design a solution for a dilemma

Ambiguity makes it difficult to know where the dilemma starts, where it stops, what is included, what is not, what is hidden and how deep it runs.

Our matrix makes it possible to clarify the scope of the dilemma and view it from different angles. It helps the mind to generate options – a crucial aspect of creative thinking and designing innovative solutions. In addition, our matrix provides a platform for constructive dialogues, ensures a common understanding and provides a clear, comprehensive view of the solution and its components.

3.

### Using matrices to implement the solution

Designing a solution is one thing. Making sure that it is implemented to resolve the dilemma is another thing.

A matrix has ingenious properties, and we use these to properties to create a framework for implementation. Our matrices ensure that daily agendas remain aligned to the key objectives of the solution. In addition, our matrices link roles and responsibilities to the required action, and provide a way to monitor both progress and results.

# In Short

Our SCIENTRIX™ approach uses the Ingenuity of the Matrix<sup>®</sup> to design, deploy and manage solutions for challenges and dilemmas – regardless of the range, scope or complexity.



## A track record

We are immensely proud of the wide range of dilemmas that we have helped clients solve.

A few examples:

- A ground-breaking employee retention strategy – leading to our client's accreditation as one of South Africa's best employers
- A multi-faceted corporate HR Strategy – aligning the contributions of Group HR with regionally diverse HR strategies
- A novel case study concept that combines learning & development, knowledge management and recognition.

## To get back to Thabo Piet Moodley

Well, we do know who he is.  
Give us a call and we will tell you.

We will even give you a free two hour workshop.



# STRACIENTA.

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