



Flexible Resourcing for Peaks and Valleys

**TALENT MARKETPLACE
CLIENT SERVICES**

TABLE OF CONTENTS

How can we help you?
Page 3

Peaks Placements
Page 5

Valleys Management
Page 6

Partially Yours
Page 7

Peaks -to-Valleys Management
Page 8

Business Partner
Page 9

Internship Placements
Page 11

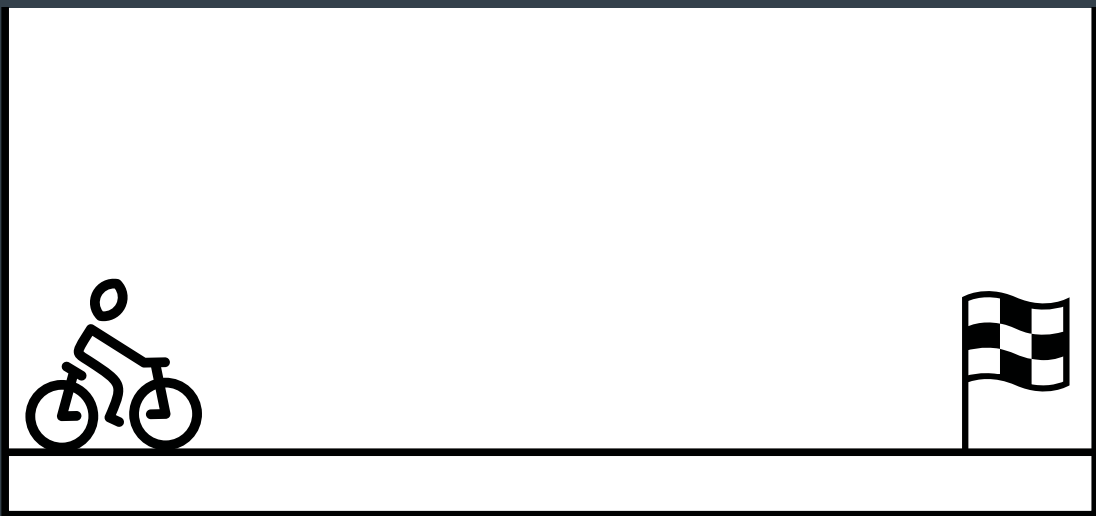
Vacation Placements
Page 12

Key Officers
Page 13

HOW CAN WE HELP YOU ?

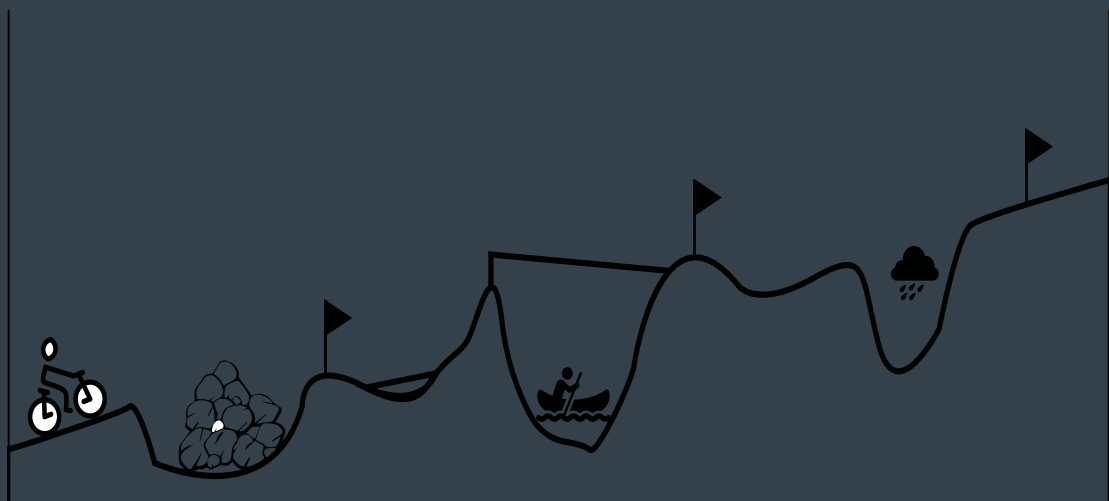
The peaks and valleys in the business environment are threatening the survival and growth prospects of many businesses today - both new and established. This volatility in the market place brings to the fore the need for businesses to rethink their people resourcing models in order to survive and grow on a sustainable basis.

Scenario A



Scenario A assumes a business –as-usual operating environment – stable terrain, no volatility in the marketplace.

Scenario B



Scenario B depicts volatility in the marketplace, peaks and valleys in the operating environment.

4 FLEXIBLE RESOURCING

A business disaster is waiting to happen if a business-as-usual paradigm to your people resourcing continues to reign when the operating environment is characterized by peaks and valleys as depicted under Scenario B.

Flexible Resourcing Consultancy, under its Talent Marketplace and Associated Consultancy business portfolio, provides flexible people resourcing solutions during peaks and valleys periods in businesses. Our team of professionals are equipped to ensure that:

- All people resourcing solutions offered are uniquely designed and customized to address your individual requirements.
- The solutions provided are at the forefront of “best practice”.

As your strategic partner, we act as an extension to your team and partner to align the services in our business portfolio with the strategic objectives of your business. We offer you convenience through a one-stop-shop of Flexible People Resourcing Solutions.

Our solutions help sustain and grow your business by, amongst other benefits:

- Offering protection against marketplace volatility
- Saving you on unnecessary staff costs
- Allowing for increased productivity when it counts
- Ensuring your market reputation with your clients and customers

Our product portfolio offers an extensive range of solutions in the following areas:

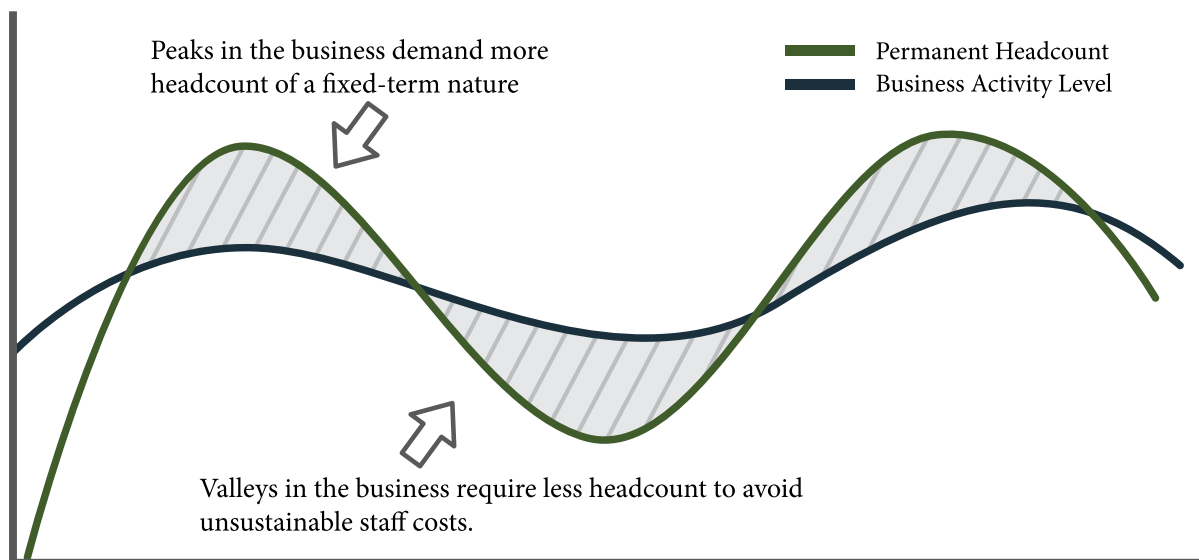
- Peaks Placements
- Valleys Management
- Partially Yours
- Peaks-to-Valleys Man
- Business Partner
- Internship Placements
- Vacation Placements

The Talent Marketplace business portfolio delivers these solutions Online and Offline

Peaks Placements

For when you require contingent staffing during peak periods such as-

- Seasonal peaks
- Project work - short or indefinite life span
- Periods of high demand for products or services
- Periods of booming markets
- Peaks to meet contract deadlines.



Value to You-

- Protection against marketplace volatility – headcount costs
- Staff costs only when there is need - staff costs easily moved from fixed costs to variable costs.
- Increased productivity – more hands during periods of high demand and market booms and, therefore, increased productivity.
- Enhanced reputation – sure way of meeting deadlines thereby enhancing the business’ reputation as a contractor.

Valleys Management



Having the **right people** at the **right time** is the secret to your success.

Valleys Management involves helping you determine, attract and proficiently recruit the core permanent talent needed to grow and maintain the long term sustainable success of your business.

The key services offered include the following:

- Ad responses;
- Qualification checks;
- Screening and shortlisting;
- Arranging any Psychometric Testing and /or Assessment Centres, where required;
- Personal profile analysis reports;
- Interview facilities, where required;
- Participating in panel interviews;
- Reference checks;
- Credit checks; and
- Criminal checks.

Value to You-

- Risk mitigation - significantly reduces the risk of wrong hires into permanent jobs.
- Time saver - the stress of recruitment is taken off the Client's shoulders, allowing Client's HR staff to focus on strategic matters.
- Cost Saver - removal of unnecessary recruitment and administrative costs.
- Improved hiring time - gets you up and running quicker with no prolonged vacancies.

Partially Yours

The need for freelance professionals arises in business from time to time. Partially Yours entails providing Clients with professional staff who prefer a portfolio life (ie working for different companies at different times rather than being permanently employed by one company) or whose circumstances demand that they adopt a portfolio life.

Typically, the need for freelance professionals arises -

- During project work
- During scarce availability of skills, particularly in technical areas
When volatility in the marketplace requires flexible staff
- When there is need to increase productivity (eg to meet deadlines as a contractor)
- When full-time professionals' overheads are more costly



Value to You -

- Protection against marketplace volatility freelance professionals can be easily moved out-
 - When project is over;
 - When there is stability in the marketplace;and
 - When deadlines associated with contract assignments have been met.
- Availability of scarce skills - Partially Yours provides scarce skills when needed.
- Staff costs only when there is need - staff can be easily moved from fixed costs to variable cost.
- Increased productivity - more hands during periods of high demand and market booms and, therefore, increased productivity.
- Enhanced reputation - sure way of meeting deadlines as a contractor
- Save money - Reduces the total cost of employment for professional staff.

Peaks-to-Valleys Management

The cost of wrong hires has a large negative impact on your business. Selection instruments such as academic and professional certificates, psychometric tests, interviews, etc more often than not, fail to fully validate your prospective candidates' attitude towards the job and the work environment and, therefore, their suitability for the job.

Peaks-to-Valleys Management is an effective “try-before-you-buy” staff selection model that allows you to sample your candidates' attitude towards both the job and the work environment and their suitability for the job. Your candidates will have worked for the company for extended periods either under Peaks Placements, under Partially Yours, under Internship Placements or under Vacation Placements staff selection models - periods long enough for the company to validate the candidates' suitability.



Value to You –

- Risk mitigation- significantly reduces the risk of wrong hires.
- Cost saver - “finder” fees reduced to a fraction of standard placement fees.
- Hiring lead time eliminated – delays in hiring cost money in that while a position remains vacant, the business is affected as it does not have the contribution of a key team member.

Business Partner

The Business Partner resourcing solution involves the outsourcing of your in-house service to Flexible Resourcing Consultancy either in part or in full. Flexible Resourcing Consultancy becomes a business partner fully responsible and accountable for end-to-end Human Resources requirements for the specific in-house service. This allows for the availability of the business partner for an agreed number of days a week and, in between times, availability for any emergencies.



This service is available when:

- Your in- house service is not yet part of your core expertise - Flexible Resourcing Consultancy bringing in the much- needed expertise.
- You do not yet have the capacity to fully fund the service.
- Your service is not core to your operations.
- You require a high quality central service.
- There is a need to reduce overheads arising from your out-of-town service centres

Services provided by Flexible Resourcing Consultancy under this flexible people resourcing model include the following:

- HR Management;
- Accounting Services;
- Procurement Services (including import license applications);
- Project Management;
- Engineering Projects;
- ICT Projects; and
- Horticulture Services
- Ad Agency Services;
- Company Secretarial Services;
- Business Consultancy Services; and
- Tax Advisory Services;

Value to You-

- Cost reduction- your staff expenses are reduced as there will be no hiring and training costs involved for the outsourced services.
- Increased profits - outsourcing of the services allows the company to concentrate on core functions resulting in an increase in business earnings.
- Access to much - needed expertise - you will be able to leverage on Flexible Resourcing Consultancy's deep expertise, beyond the business partner.
- Access to unaffordable services - you will have access to key services that you would, otherwise, not be in a position to afford.
- Access to an independent objective view - under this people resourcing model, you buy in an expert who will be able to maintain an objective view on key issues by not getting embroiled in office politics.

Internship Placements

Successful businesses do, off necessity, ensure seamless succession within their management and executive ranks for business sustainability. This can only be achieved by building the right talent mix. Internship Placements has built a robust database of rigorously selected unemployed graduates from different fields of study. These graduates receive free soft skills training from Flexible Resourcing Consultancy to prepare them for employability post university education.

You can leverage on this rich talent pool by taking the graduates as interns into your business either during periods of high activity or as part of a deliberate selection process for possible employment into permanent positions.

Value to You –

- Cost saver - reduces cost since the intern is either fully paid, partially paid (direct costs only) or unpaid.
- Increased productivity – more hands during periods of high business activity.
- Risk mitigation - significantly reduces the risk of wrong hires into permanent jobs.
- Hiring lead time eliminated – delays in hiring cost money in that while a position remains vacant, the business is affected as it does not have the contribution of a key member.

Vacation Placements

The placement of vacation students into businesses for their industrial attachments, or at the initiative of the initiative of the students outside of college requirements, is the best way for the students to gain insight into how businesses operate and to gain an understanding of the businesses' dynamics, their environment and their culture.

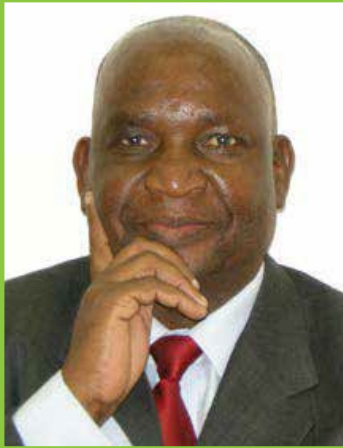
The students also learn such transferable skills like teamwork skills, communication skills, organizational skills and interpersonal skills in the process.

Flexible Resourcing Consultancy has established a free “talent dating” online facility through its TALENT MARKETPLACE portal where firms may “meet” undergraduates for possible vacation placements either as additional hands during high business activity periods or as a deliberate selection process for possible employment into permanent jobs post university education.

Value to You –

- Cost saver - reduces staff costs since the intern is either full paid, partially paid (direct costs only) or unpaid.
- Increased productivity – more hands during periods of high business activity.

Key Officers



Johnson Manyakara Founder & Executive Chairman

Johnson Manyakara, an academic excellence award winning business leader and entrepreneur with over 25 years in HR Management, 12 of which are at strategic level, covering Mining, Agro Industries, Manufacturing and Fast Moving Consumer Goods. Having run Mandel Training Centre, the leading Private Sector Management and Leadership Development Institute in Zimbabwe for over 7 years as its CEO, he founded Flexible Resourcing Consultancy - an entity that offers flexible resourcing

solutions to both new and established businesses, solutions at the forefront of 'best practice' in the field.

Johnson Manyakara chairs the Cimas Health Services Board, the Cimas Health Education Fund, the Zimbabwe Private Sector HIV and Wellness Board (ZIPSHAW) and the Zimbabwe Business Council on Wellness (ZBCW). He is a Past President of the Employers Confederation of Zimbabwe (EMCOZ) and the Founder of the Little Falls Foundation Trust (a Trust seeking to contribute towards sustainable development/climate change efforts in Zimbabwe).



Bernard Gona Portfolio Partner – Talent Marketplace

Bernard Gona is a qualified and vastly experienced HR practitioner and consultant with expertise gained while working in highly professional companies across different countries. He has extensive experience in the HR field spanning over 30 years. His educational and professional background includes a degree in Social Sciences, a Management Development Programme (), an MBA with Nottingham Trent University (UK) and a Diploma in Management Consultancy (Chartered Management Institute, UK). Bernard co – founded Greenfingers Consultants (Private) Limited.

His work and consultancy experience covers, among other areas, the following: resourcing, organisational development, performance management, job evaluation, reward management, talent management and employee relations.



Flexible Resourcing
12 Traill Road
Mt. Pleasant
Harare, Zimbabwe
Landlines: +263 4 301641
+263 4 338170
CDMA : +263 4 2933358

Whatsapp : +263 785 469 546
Mobile : +263 772 128 240

Website : www.flexibleresourcingconsultancy.com
Emails : info@flexibleresourcing.biz
j.manyakara@flexibleresourcing.biz
b.gona@flexibleresourcing.biz
di.kawadza@flexibleresourcing.biz
w.ndandakira@flexibleresourcing.biz

Facebook - [flexibleresourcing.zw](https://www.facebook.com/flexibleresourcing.zw)
Twitter - [@flexibleresourcing](https://twitter.com/flexibleresourcing)
Youtube - Flexible Resourcing