



**Engaging with employees
to enhance operational
sustainability**

Integrating human capital and strategic direction

A shared understanding of individual, team and group behaviour – including organisational culture, mind-sets and capabilities – forms an integral part of organisational strategic direction.

Business leaders face continuous demands to ensure that organisations have the ability to attract and retain talented people, develop skills within financial constraints, inspire performance and solicit staff support for the organisational strategies to drive long-term organisational well-being, build brands and create value for the client base and stakeholders.

Our approach

The MFX Options and Solutions (Pty) Ltd “BUS-STOP” approach (**B**ottom, **U**p and **S**ideways – **S**trategic **T**argeting and **O**rganisational **P**rioritisation) supports strategic decision-making for organisational sustainability.

The approach facilitates analysis of the internal and external influences that affect employee performance, satisfaction and opinion, to support the design and implementation of strategically aligned structures, systems and processes for capacity building.



MFX solutions

- Conduct and analyse employee surveys
- Optimise employee communication channels
- Structure human capital
- Design and implement balanced scorecard systems
- Design and implement KPAs / KRAs and KPIs
- Develop and align service level agreements
- Undertake employee profiling