

PINANCLE INSTITUTE

COMPANY PROFILE

Training and Skills Development
Human Resources Management Support Services
Change Management Support
Determination of Remuneration Policies
Training and Training Material Development
Human Capital
Strategy, development, and planning
Infrastructure and PPPs
Manpower Planning and Development
Turnarounds and restructuring
Risk and governance
Sustainability and integrated reporting
Strategy and Governance Consulting
Environmental Management

Pinancle Institute

About us

PINANCLE INSTITUTE is an HR and Skills Development Solutions Company that specializes in HR Consulting and Talent Development. The company was formed on the principles of knowledge, integrity and honour. We are committed to the highest standards of training quality customer service and value to their clients.

Current Accreditation

PSETA, MICT SETA, LG SETA, Services SETA, ETDP Seta and HW Seta

- BEE

Status

- PINANCLE INSTITUTE is a Black owned and led organisation with a level 1 BEE Status

Vision

To be an IDEAL one stop HR Solutions Company.

Mission

- We want to be the best at helping businesses achieve success through its people.
- At each step of the relationship with our clients and candidates, we will deliver value, advice and an expert point of view.

Our Values

- Passionate
- Honesty
- Commitment to Professionalism
- Service Orientated
- Excellence
- Respect

Our Consulting Services

HR Packages for Small Businesses

We provide a suite of Small Business HR Packages in almost every industry to fit a variety of budgets and needs. These HR Packages are available to our clients on a need basis or on consistent basis.

Our Small Business HR Department Package

We truly become your small business Human Resources Department where we tailor make HR solutions for you – everyday tasks and the sticky situations are handled for you. Your basics are covered with the most common HR documents, so whether you are hiring, firing or managing current human capital this HR Documents Starter Package will effectively equip you to limit liability by having the right paperwork in place and start off with your HR basics covered.

PAY AS YOU NEED
✸ Draft Detailed Job Descriptions for Every Role
✸ Employee Handbook Creation/Review/Rewrite based on the clients' needs
✸ Comprehensive Onboarding
✸ Creation of HR Related Forms
✸ Policies & Procedures
✸ Contracts, Company Forms & Templates
✸ Job Description Template
✸ New Employee Checklist
✸ Offer Letter/Terms of Employment
✸ Performance Evaluation Form
✸ Notification of HR Industry Updates & Updates on relevant employment regulations
✸ Sample Interview Questions
✸ Performance Management
✸ HR Policies and Procedures
✸ Employment Status and Records
✸ Leave and Absenteeism

Training and Skills Development



We assist our client with comprehensive Employee Training Services, which includes:

- Employee Awareness Workshops (including Employment Equity, Diversity, Disability, Discrimination and HIV/Aids Awareness),
- Emmotional Intelligence Training
- Developing new-or reviewing existing Equity Policies, Plans and Constitutions,
- Aligning Employment Equity plans and policies with B-BBEE strategy,
- Workplace Etiquette
- Employment equity legislative compliance audits including remuneration analysis,
- Customized training of employment equity committees, HR personnel, line management and responsible senior managers on their respective roles and responsibilities,

Team Building



Our team-building programme aims to achieve the following:

- Good communications with participants as team members and individuals;
- Diverse co-workers working well together;
- Better operating policies and procedures;
- A climate of cooperation and collaborative problem-solving, higher levels of trust and support;
- Clear work objectives;
- Team members motivated to achieve goals and higher level of job satisfaction;
- Increased department productivity and creativity.
- Managing conflict
- Building respect and trust

Innovative tools and exercises

- Tribal Survivor Challenge
- Cook Around the World
- Art Workshop
- Corporate Fun day
- Sports Day

PERFORMANCE MANAGEMENT

When an organization decides to implement a performance management system, it must have a solid understanding of what such a system can do and the steps that have to be taken to ensure success. Organizations that already have a performance management system in place often are not achieving the results and impact they expected. Performance Management Consulting Services assist in implementing or revising a system with maximum effectiveness in mind.

PINANCLE INSTITUTE offers the following performance management consulting services:

- Performance Management Analysis

- Performance Management Methodology Workshops
- Reviewing of Performance Management Policies & Procedures
- Development of Balanced Scorecards and Job Profiles
- Facilitation of in-house Performance Management Training
- Performance Management Software
- Performance Management Templates
- Performance Management Review

Why Partner With Us

Tailor made HR Solutions

We provide HR Solutions that are tailor made to your organizational needs.

Subject matter expert and experienced facilitators

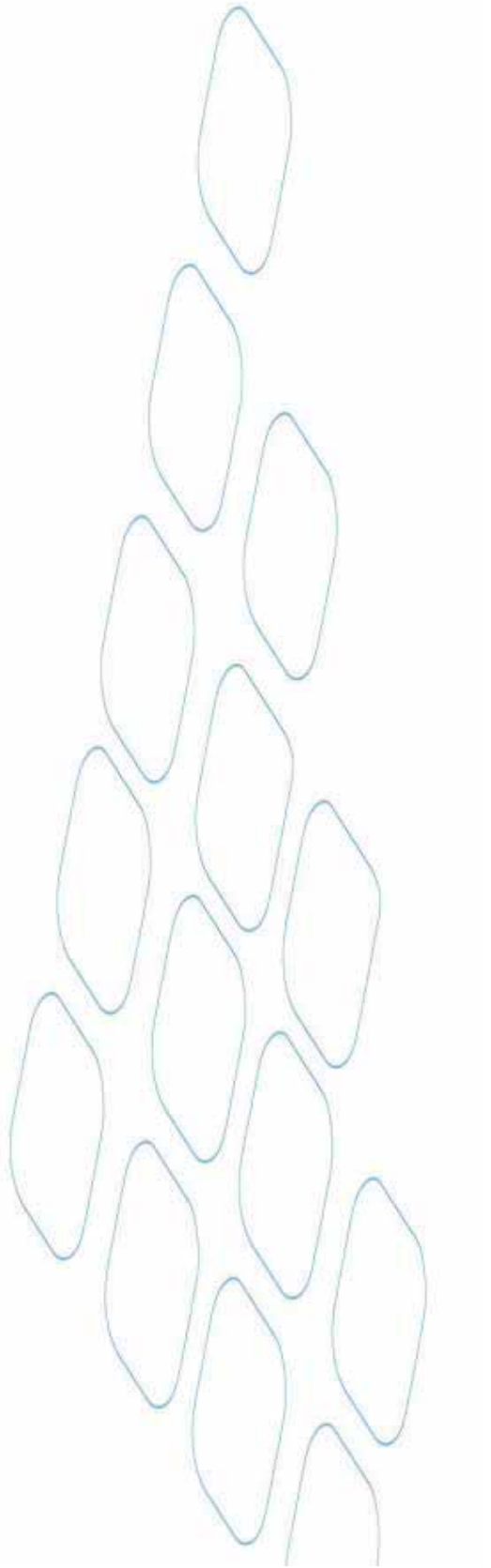
We have a team of experts with industry knowledge and experience in their respective industry.

Accreditation

Our Accreditation status ensures that we conform to SAQA requirements

On-going support

Our learner receives extensive and on-going Post-Course Support.



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