



Talenger

Johannesburg | Port Elizabeth  
Gaborone | Toronto



Leaders in **HR**

Technology | Consulting  
Outsourcing



Talenger

## ABOUT TALENGER

- ❑ Talent + Manager = *Talenger*
- ❑ Established 1998 – *strategic provider* to business in the field of human resources. Locally developed technology – *Proudly South African*.
- ❑ Talenger develops technology that builds *Employee Relationships*.
- ❑ Talenger sole purpose is to assist organisations *mobilising and managing employees* thereby optimising their *performance*.
- ❑ We believe that *increased people performance* delivers *better business performance*.
- ❑ Our technology is designed by *business people* in association with *industry experts*.
- ❑ Talenger is a privately owned South African company with offices in Johannesburg, Port Elizabeth, Gaborone (Botswana) and Toronto (Talenger North America)



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WHAT WE DO

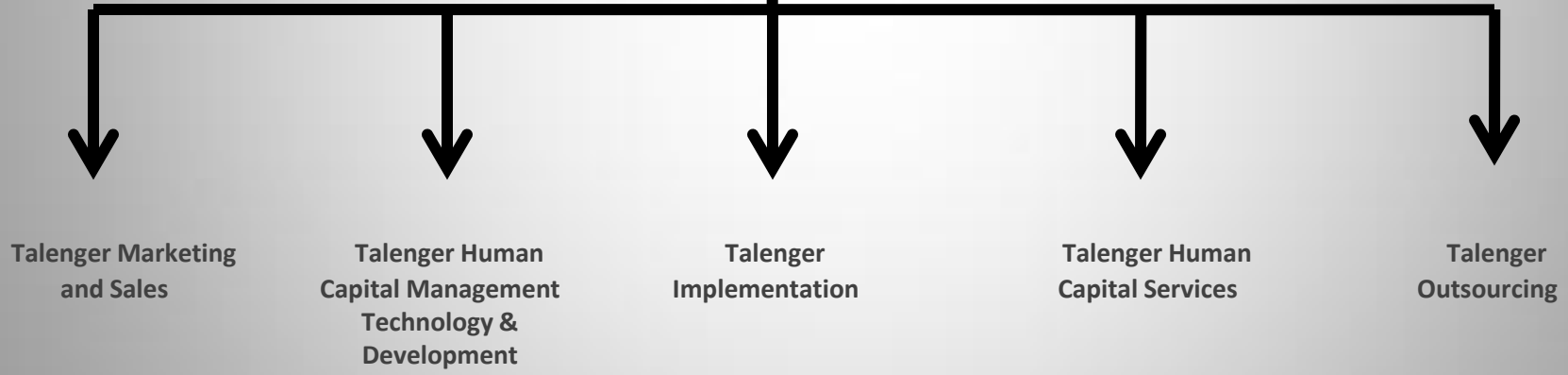
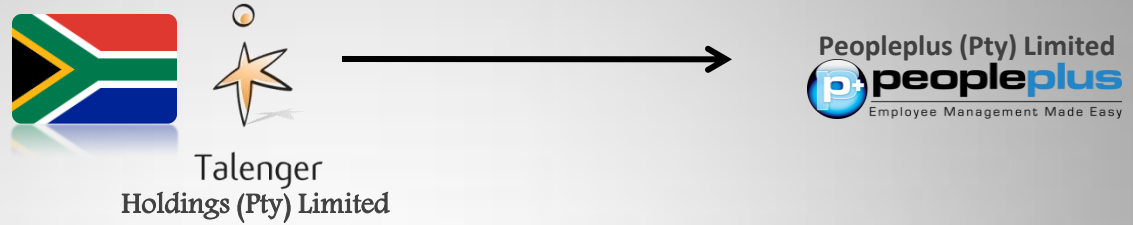
# MERGING OF HUMAN RESOURCES AND INFORMATION TECHNOLOGY

**TO ENSURE**

***EFFECTIVE UTILISATION, DEVELOPMENT AND MANAGEMENT  
OF PEOPLE TO MEET THE ORGANISATIONS OBJECTIVES***



# TALENGER ORGANISATIONAL STRUCTURE



LOCALLY DEVELOPED HUMAN CAPITAL MANAGEMENT TECHNOLOGY WITH A GLOBAL REACH – PROUDLY SOUTH AFRICAN





# TALENGER EMPLOYMENT RELATIONS MANAGEMENT TECHNOLOGY SOLUTIONS

## INTERNAL COMMUNICATION PORTAL

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TALENGER ERM MODULES

e-RECRUITMENT

ORGANISATIONAL STRUCTURE

JOB PROFILING

HUMAN RESOURCE INFORMATION

LEAVE MANAGEMENT

PERFORMANCE MANAGEMENT

SUCCESSION MANAGEMENT

LEARNER MANAGEMENT

CLINIC MANAGEMENT

DOCUMENT MANAGER

PAYROLL

EMPLOYEE / MANAGER SELF SERVICE

WORKFLOW



# BENEFITS OF UTILISING THE TALENGER TECHNOLOGY SOLUTION

- ❑ Talenger is a flexible, integrated holistic human capital management solution.
- ❑ Talenger allows you to select the best solution for your organisations current needs and to expand these services as you grow. Only pay for what you need which ensures cost savings.
- ❑ Too much paper and ineffective manual processes. Reduce HR administration.
- ❑ Improve leave management. Avoid additional costs.
- ❑ Improved employee and business performance by implementing measurable KPI “Key Performance Indicators”
- ❑ Reduce recruitment costs .
- ❑ Locally developed and supported.

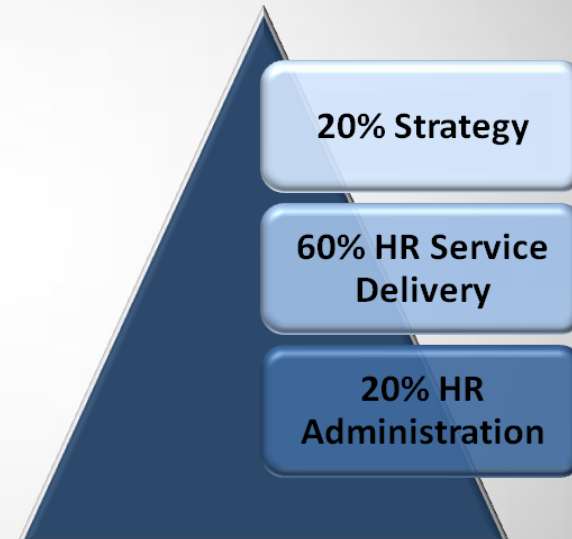


# BENEFITS OF UTILISING THE TALENGER TECHNOLOGY

## TRADITIONAL HR SERVICE DELIVERY



## TALENGER HR SERVICE DELIVERY



**Evaluate**

**Change**

**Improve**

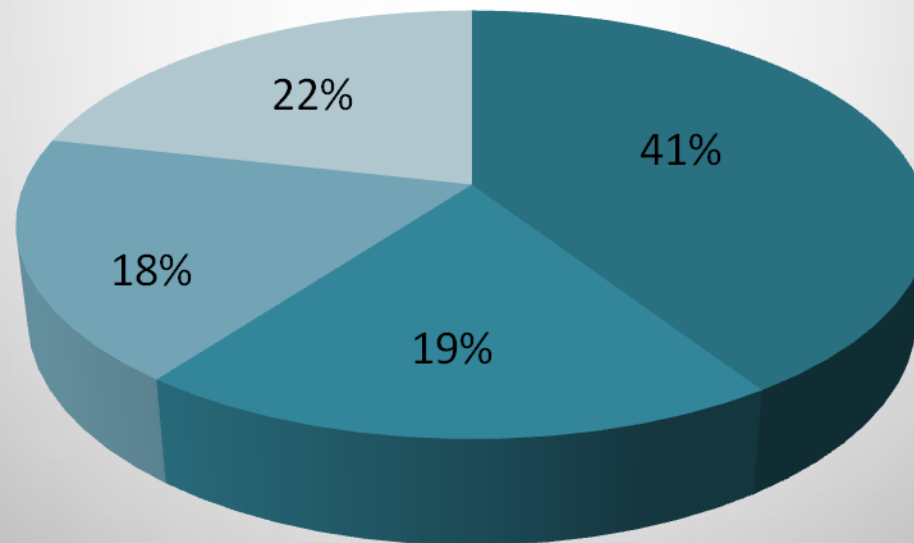


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# ESTIMATED COST SAVINGS WHEN UTILISING THE TALENGER TECHNOLOGY SOLUTIONS

## Cost Savings (averaged)

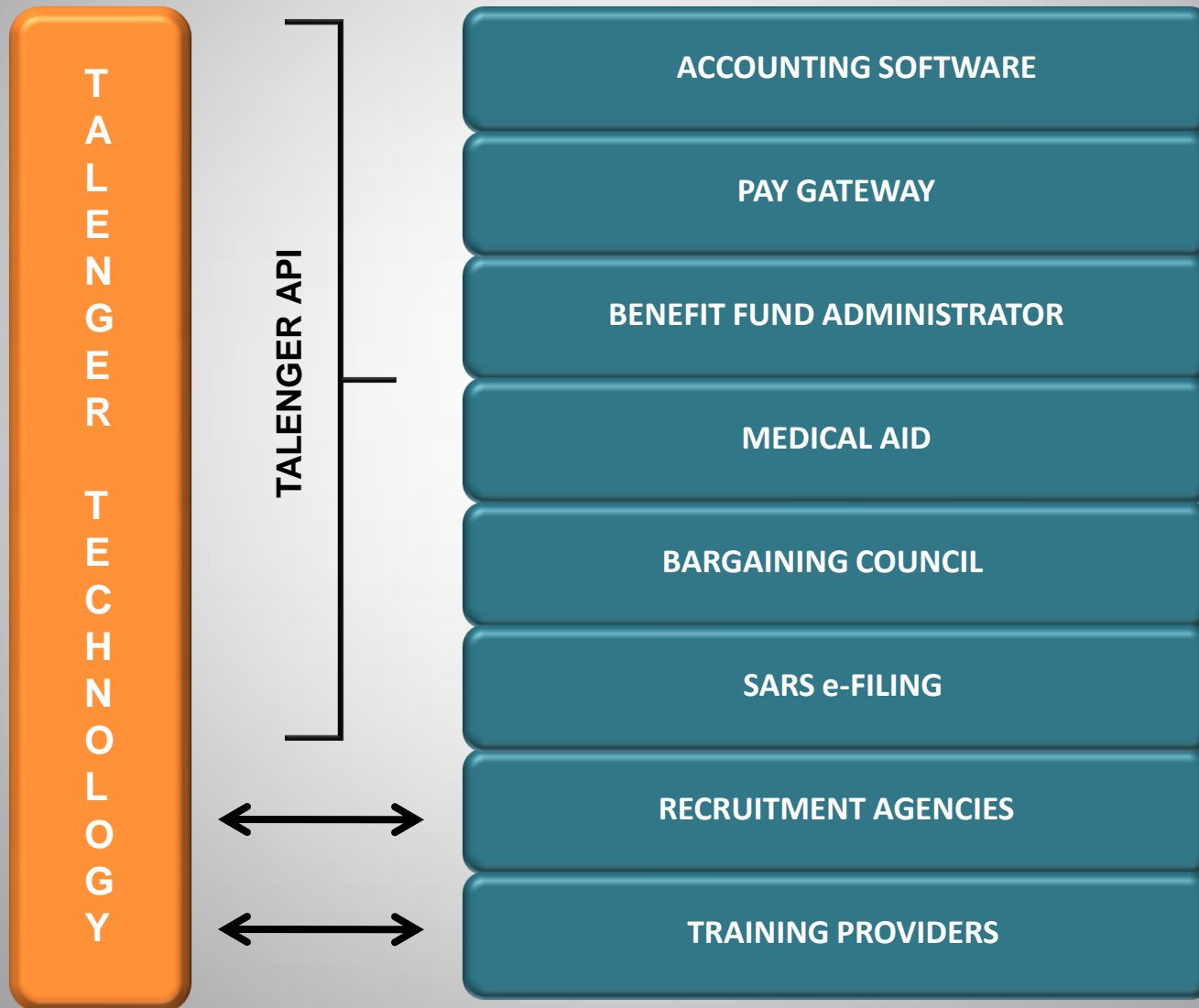
- Recruitment
- Reduce Paper Flow
- Improve Productivity
- Reduce Staff Costs





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# TALENGER INTERGATION MODEL





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# TALENGER TECHNOLOGY

Talenger technical standards	
Client Operating System	Microsoft XP or Vista
Digital Certificates/PKI	SSL 128 Bit certificate – Secure http (HTTPS)
User Authentication	Proprietary built-in authentication
Network Protocols	TCP/IP
Search Engine	Proprietary built
Web Browser	Microsoft IE 6+, Mozilla Firefox 1.5+ Safari
RDBMS	MS SQL Server / MySQL 5
Web Application Development	Zend Platform
Message Queuing	MS IIS / Apache 2
Metadata	XML / RSS Feeds
Programming Languages	ASP .NET, PHP, JavaScript;
Server OS	MS Windows Server / Linux RedHat
Web Server	MS IIS / Apache 2
Data Exchange Solution	XML and RSS Feed
E-Mail services	UNIX SendMail





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# TALENGER CLIENT SERVICES

## MEASURABLE PROJECT DELIVERABLES

**Human Resource Outsourcing (Full or Partial)**

**Human Resource Consulting**

**Payroll Outsourcing / Bureau or Onsite**

**Recruitment / Temporary Staff Placements**



# TALENGER CLIENT SERVICES OVERVIEW

## HR OUTSOURCING

- Full Outsourcing
- Partial Outsourcing
- System Administration

## HR CONSULTING

- Job Analysis / Role Profiling
- Job Description
- Job Grading
- Key Performance Areas
- Performance Mngt Training
- Salary Surveys
- Remuneration Structuring
- HR/IR Audits
- Policies & Procedures
- Disciplinary Hearings
- Grievance Hearings

## PAYROLL OUTSOURCING

- Off Site Outsourcing
- On Site Outsourcing
- Payroll Audits

## RECRUITMENT TEMP PLACEMENTS

- Perm Placements
- Temp Placements
- Response Handling

Workshop

Map current Process

Map Required  
Process

Undertake Project

Project Handover



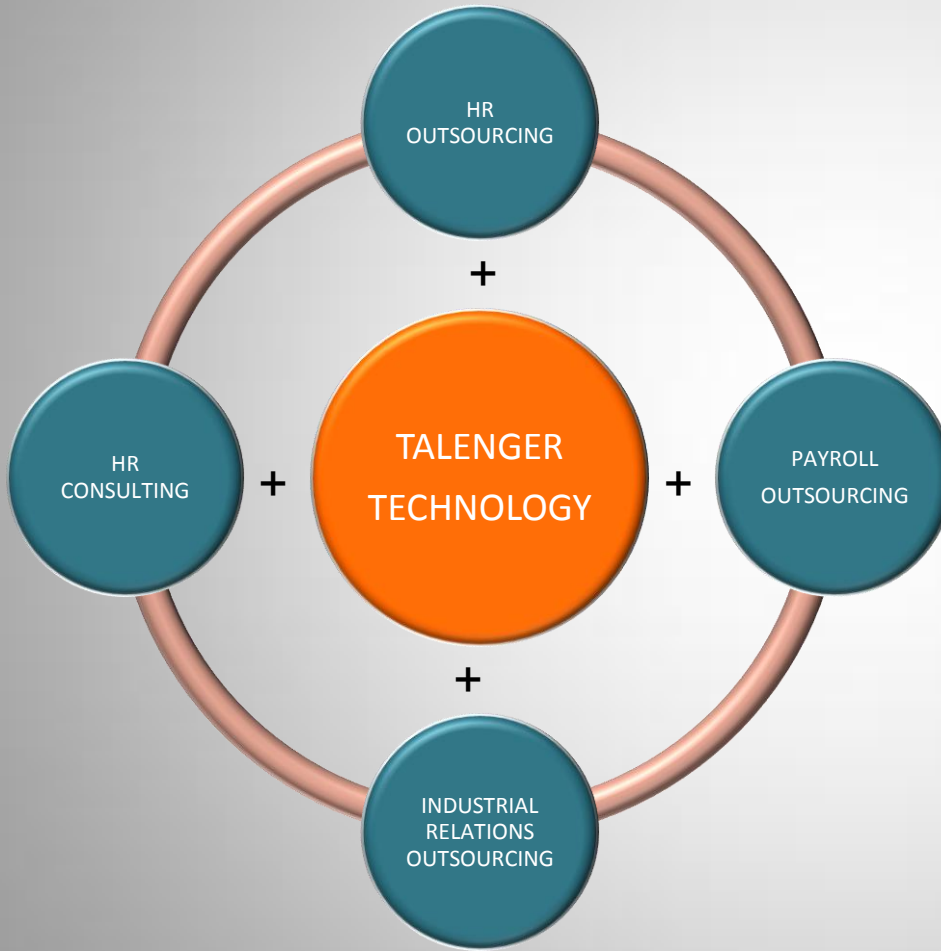
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# BENEFITS OF UTILISING TALENGER CLIENT SERVICES

- Customer focused - You are not just another client.
- Professionalism in all that we do.
- 17 years experience in a wide range of industry sectors.
- Confidentiality is guaranteed.
- Quality and experience of the Talenger staff.
- Best Practice.
- Honesty and Integrity.
- Tried and tested processes and procedures
- Developed in South Africa



# TOTAL HUMAN CAPITAL MANAGEMENT SOLUTION



- Complete flexibility of choice
- All solutions scalable depending on requirements
- Pay for what you require
- Best practice
- Services are provided by experienced staff
- Reduce costs yet keep control
- All services supported by exceptional technology

**FIT FOR PURPOSE SOLUTIONS DESIGNED AROUND YOUR REQUIREMENTS**



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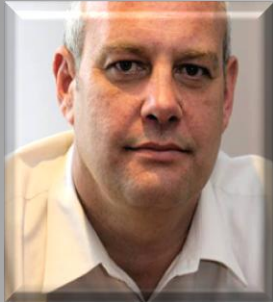
## SOME OF OUR CLIENTS

- Outsurance
- FNB
- Central Bank of Swaziland
- Seton Leather
- TATA Steel
- TATA Automobile
- Universal labels
- Fujitsu
- Airports Company of South Cleaning Services
- Hetlisa
- TOV
- Thumathina
- Lesedi
- Celcom Group
- Aperture Consulting
- Lion Ore
- LifeSense Disease Management
- South African Veterinary Association
- The Innovation Hub
- Nkomati Mine
- HCV
- Sinclair-Cockburn
- Discount car and truck rental
- LifeSense Group
- Mood Media Corporation
- Avalloy
- Land Bank
- Oimage
- Joburg Set Company
- Suzuki Pickering
- Rivonia Village Vet
- Minova
- The Unlimited World



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# TALENGER PERMANENT TEAM



**Rodney de Villiers**  
CEO



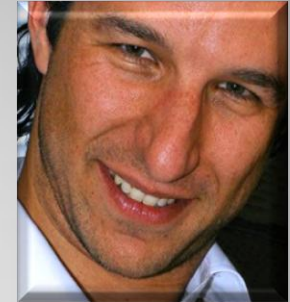
**Everisto Huni**  
Marketing & Sales



**Buzz Friday**  
Peopleplus



**Deidre Henning**  
Talenger Services



**Adam Cumming**  
Technical and  
Development

## IMPLEMENTATION

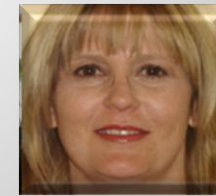
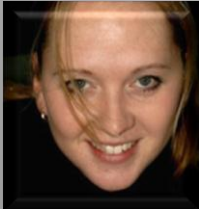
## CLIENT SUPPORT

## PAYROLL

## SALES

## CONSULTING

## DEVELOPMENT



**25 specialist consultants contracted to Talenger on a project basis**



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## OUR OFFICES

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2007

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615 2463  
615 2089



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# THANK YOU FOR YOUR TIME

**WE LOOK FORWARD TO BECOMING A SERVICE PROVIDER  
AND ADDING VALUE TO YOUR ORGANISATION**

**HELPING BUILD SUSTAINABLE BUSINESS  
THROUGH TECHNOLOGY & SERVICE**