

Workforce Development

We live in an ever-changing world where companies must adapt constantly to new workforce demands & trends. In this VUCA world, many businesses struggle to create a healthy ecosystem where each team member can deliver their best work. Gone are the days where a company could attract talented workers with mere money. Today's talent are looking for purposeful workplaces that care as much about the company's mission as they do about the company's methods.

Having served in both corporate settings as well as purpose driven organizations, the Luceo Solutions team is perfectly positioned to develop a healthy workforce ecosystem that attracts the best talent, and helps the company to retain, develop, manage, and optimize for productive contribution. We help companies thrive by helping them to establish a healthy workforce ecosystem.

Some of the services included in workforce development:

Talent Acquisition

Helping clients secure top talent in a VUCA world, our talent acquisition services help organizations with everything from defining the ideal team member, to effective advertising that grabs the attention of the right individuals, to running wise recruitment processes that allow the company to identify the right individual and secure their services. Talent acquisition is where good workforce development starts!

Staff Retention

On par with the importance of talent acquisition, staff retention is essential to the health of every business. We analyse workplace dynamics to help clients structure teams & craft roles to best utilize strengths & personalities of individual team members. We also help organizations to manage expectations & improve communication so they can create the kind of workplaces where talented staff want to work thus improving staff retention & reducing staff turnover.

Utilising Technology

We believe that technology is only going to get more important, yet we also believe that technology should serve our business, not the other way around. Grappling with remote working or simply understanding which part of the business process can be automated, we help you navigate the adoption of modern technology to optimize your business.

Workflow Management

Many workplace frustrations & inefficiencies stem from poor workflow management. We help clients to map their business processes so that all team members understand their contribution to the company's mission. These also help to onboard and orientate staff faster, thus improving productivity from the start. We also share wise business rhythms that allow for effective team meetings & impact evaluations.

2 ways to engage Luceo's services:

Businesses can choose to engage us as consultants for a short period of time (i.e., a typical T&M consultancy engagement) where we analyse their situation and then share recommendations on how to turn situations around.

OR

They can ask us to step into their businesses on a prolonged, part-time basis and do it for them. We call the latter a fractional engagement & companies benefit from a lower hourly rate thanks to their long-term, volume commitment to use our services. Under the fractional engagement, Luceo staff will take responsibility to establish the new business methods while also training other team members up as they go along. The minimum commitment to qualify for a fractional engagement rate is 16 hours per month for 4 months but it is also possible for the company to ask us to play a long-term role (think 18 months plus!) in the company's wellbeing. The fractional engagement typically comes to an end when the business has grown enough to recruit a full-time person to run the function.

Testimonies:

"I would recommend the services of Luceo Solutions to anyone who is serious about improving their profitability or impact they want to make in the world."

Ilse Maartins (Branch Manager, MES Cape Town)

"Luceo's extensive experience in the not-for-profit sector and their insight has been invaluable for us to map our strategy forward in a more conscious way as well as define our services. They have also been very clear when defining our working scope and are very effective at managing the relationship. The Luceo team is attentive, responsive, and knowledgeable. Working with them is a pleasure."

Sol Luca de Tena (Acting CEO, Zenzeleni NPC)

Make use of our FREE 1-hour consultation!

We offer a free 1-hour consultation to help organizations explore the issues they are facing and to explain some of the options they could use to address it. After the meeting Luceo will draw up a plan of attack that the company can use. There's NO obligation to proceed beyond the hour so don't miss out on this free resource!

To book your free session, visit www.luceo.co.za or email us on info@luceo.co.za