

## ARTICLE

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### **CGF AND HCI AFRICA: BOLSTERING TALENT MANAGEMENT**

In order to remain competitive, modern day companies understand the critical importance and value attached to their ability to rapidly adapt their strategy and operations in a changing business environment. A variety of academic studies have concluded that volatility within companies has increased between two and four-fold from the 1970's to the 1990's. To illustrate the point of change and adaption -- more so in the context of people and technology -- one only needs to consider the infamous Moores Law of 1965, predicting that the number of transistors on a chip would double about every two years, whilst the cost of the chip would halve. Indeed this prediction of change has proved to be true time and again, with massive implications on companies, their employees and humanity at large.

Similarly, the past decades have witnessed changes regarding the manner in which companies deal with their human capital. Amongst other, business owners and their management have become more closely aligned, technology has improved employee outputs, labour and working conditions have generally become more civil and companies are increasingly being called to provide integrated reports regarding their triple bottom line to extend the company's spectrum of values. For a company to be able to prosper through these types of changes -- and particularly in a turbulent market -- their strategic plans and operational activities will require agility in order to quickly adapt for competitive advantage. Clearly the increasing business complexities require a special breed of leadership, supported by talented management with appropriate skills to adapt to, and navigate the company through, 'unchartered territories'. Whilst many more corporations will undoubtedly falter due to inept leadership, inflexible strategies or scant governance decisions; those who underpin their structures with credible and appropriately skilled people, may well find themselves being catapulted ahead of their competitors.

The Human Capital Institute Africa (HCI Africa) is by no means a stranger to this discussion, and they would be quick to remind CEOs regarding the importance of their workforce, moreover the manner in which employees are groomed for improving the competitiveness and general performance of the company.

Indeed, companies should never lose sight of managing their talent found within the workforce, and whilst many other actions to improve the company's efficiency may be taken, at the end of the day it's the people and their collective experiences that separate the performance of a mediocre versus a great company. Of course, supporting these principles as an underlying foundation rests upon the values of good governance and a morally grounded company. That said, CGF Research Institute (CGF) is therefore delighted to announce its strategic alliance with HCI Africa where the two companies will share their respective experiences to assist their constituencies regarding the knowledge transfer attached to talent management and the practical application of corporate governance, both within the organisation and its people. HCI Africa have the view that companies who work towards becoming talented places to work for, collectively contribute to South Africa standing out as a country which is becoming more attractive and globally competitive within the business environment.

Further Media Information:

Terry Booyesen  
CEO: CGF Research Institute (Pty) Ltd  
Office: (011) 476 82 64 / 1 / 0  
Cell: 082-373 2249  
Email: [tbooyesen@cgf.co.za](mailto:tbooyesen@cgf.co.za)  
[www.cgf.co.za](http://www.cgf.co.za) / [www.corporate-governance.co.za](http://www.corporate-governance.co.za)

Lyne Lombard  
Director: Marketing & Strategic Communications  
Office: (011) 609 1971  
Cell: 082 921 7287  
Email:  
[lyne.lombard@humancapitalinstitute.org.za](mailto:lyne.lombard@humancapitalinstitute.org.za)  
[www.humancapitalinstitute.org.za](http://www.humancapitalinstitute.org.za)

