



# HARNESSING NETWORKS, SKILLS & RESOURCES TO ACHIEVE GREATER PRODUCTIVITY

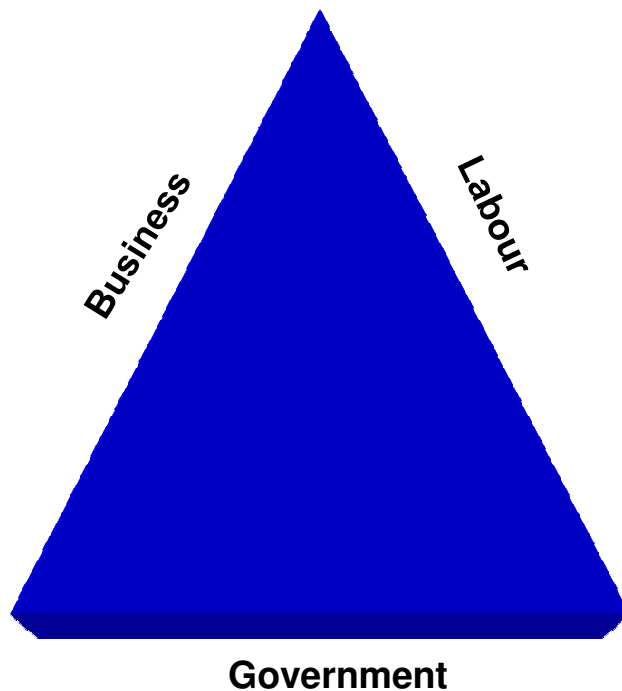
SACCI Annual Convention 2010  
Sandton Convention Centre  
14 – 15 October 2010

Justice Tshifularo  
Senior Manager  
Workplace Challenge

**productivity**sa   
*Inspiring a Competitive South Africa*

# Productivity SA

## Tripartite Advisory Council



### Mandate

Enhancing the Productive Capacity of South Africa

### Vision

To lead and inspire a productive and competitive South Africa

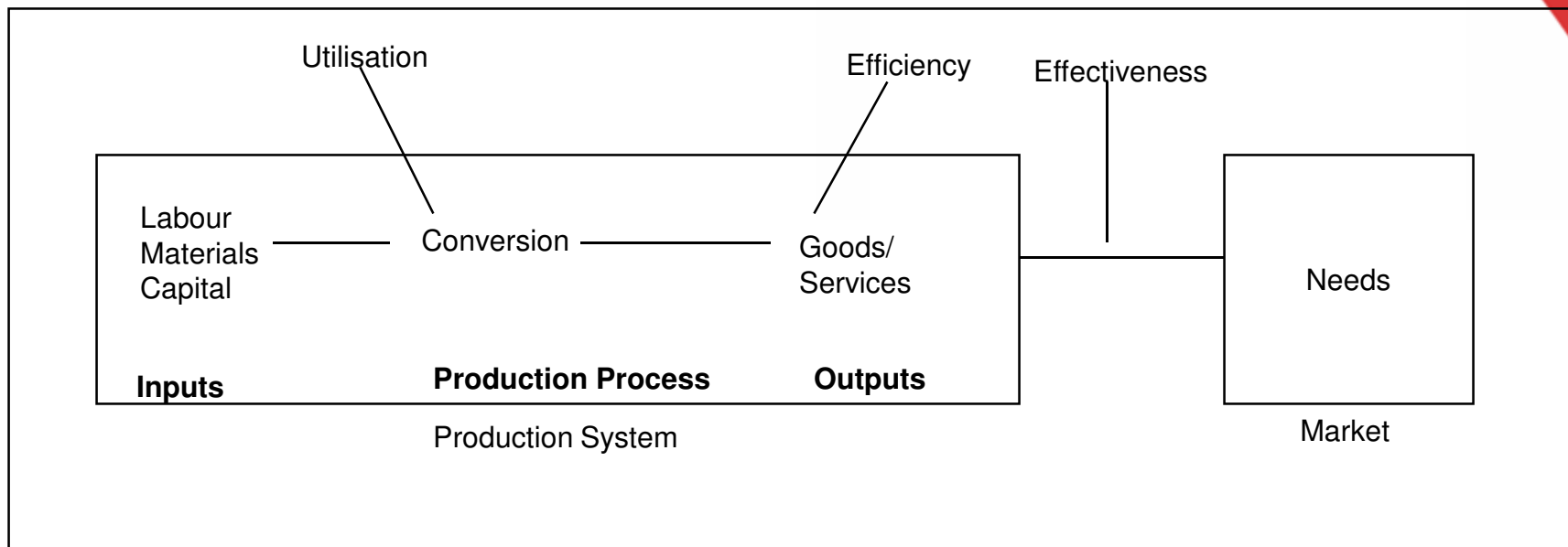
# What is Productivity?

*It is a **state of mind**. It is the spirit of progress of **continuous improvement** of what exist today. It is the **determination** to improve on yesterday's performance to even better tomorrow. It is the will to improve on the current situation regardless of how good it may seem or even how good it may be in fact. It is The **sustained effort** to apply **new techniques and methods**. It is **faith** in progress*

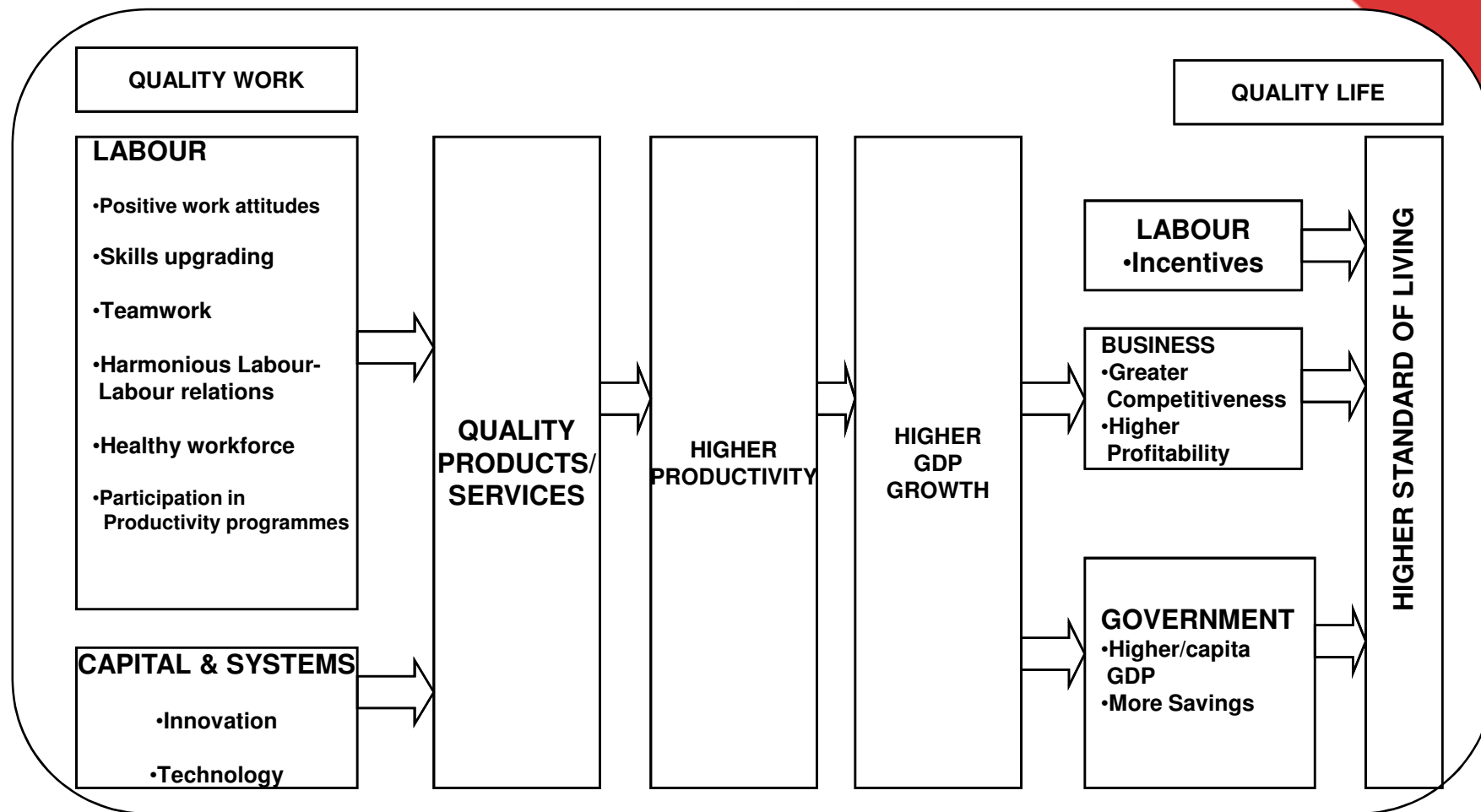
# What is Competitiveness?

*It is a **comparative** concept determined by an enterprise or nation's ability to satisfy its **customers'** needs **better, faster and cheaper** than its competitors*

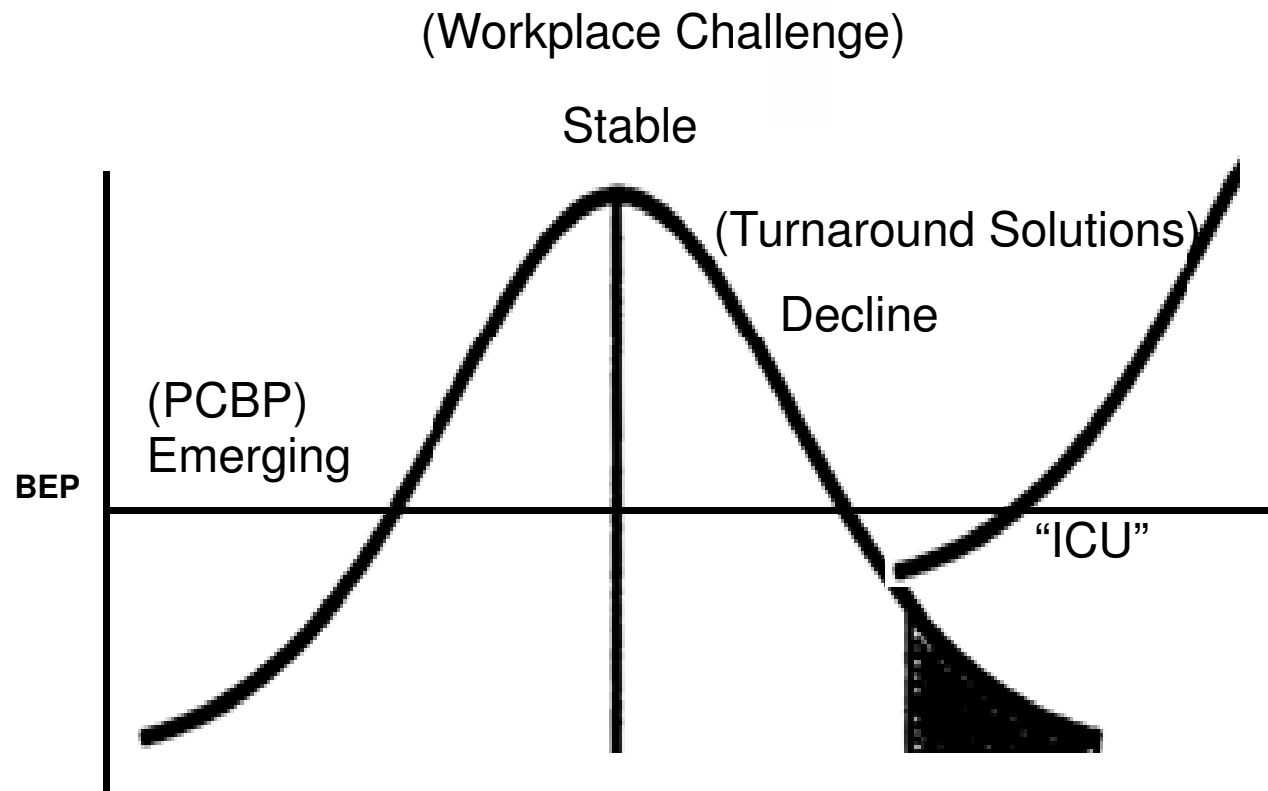
# How to improve Productivity



# Productivity Value Proposition



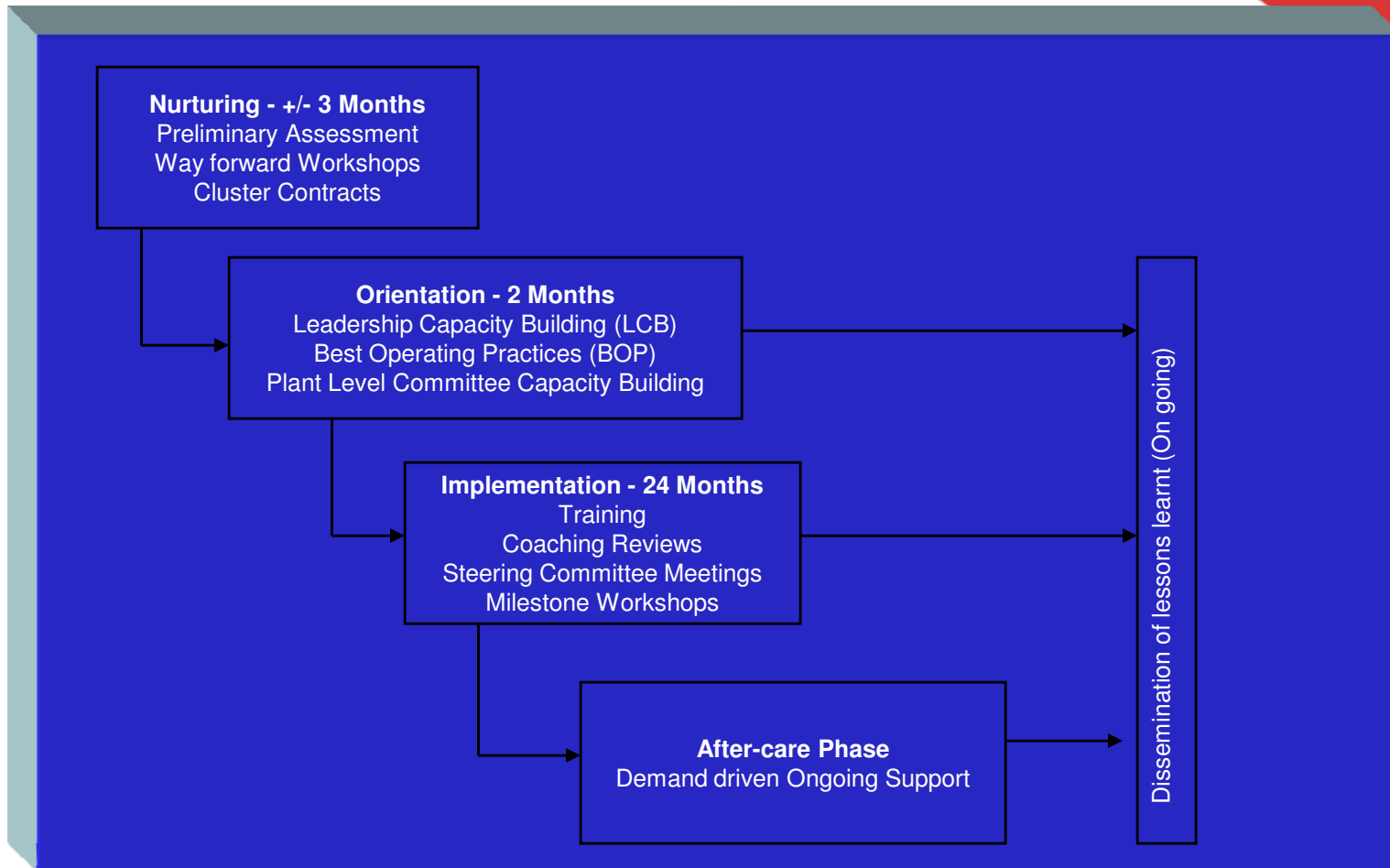
# MAIN SERVICE OFFERINGS



# WPC BACKGROUND

- ❑ Initiated by Nedlac in 1995
- ❑ To help meet challenge of SA's re-entry into the global market & the need for companies to become more competitive
- ❑ Funded by DTI
- ❑ Project Managed & implemented by Productivity SA

# Workplace Challenge Process



# WORKPLACE CHALLENGE JOURNEY

## Phase 1 (1996 – 1997)

- NEDLAC's Initial 9 Provincial Workshops
- Re: Challenge of SA's re-entry into global market
- Re: Need for companies to become more competitive
- 700 Delegates from Business, Government & Labour

## Phase 2 (1998 – 2002)

- 11 Sectoral Clusters
- 62 Companies
- 24 738 Employees

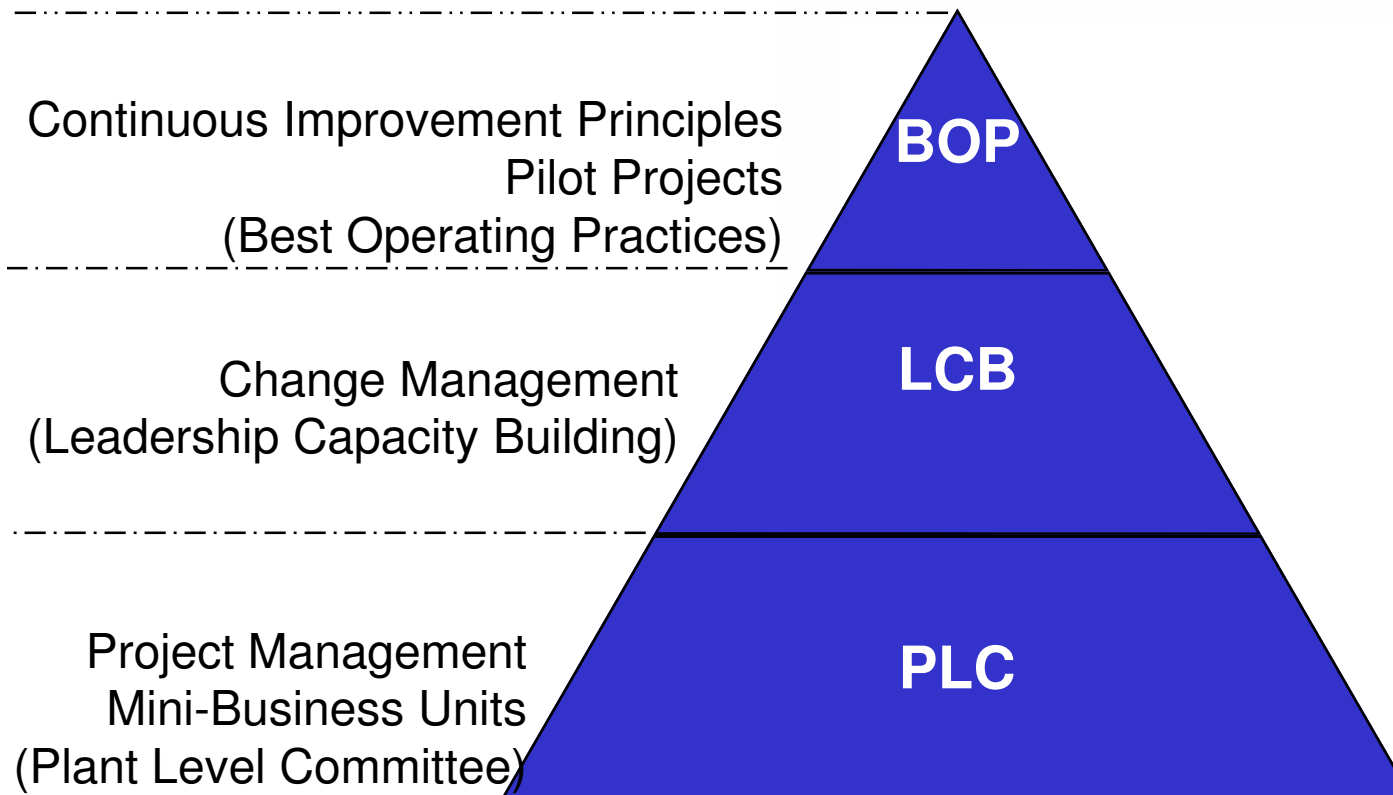
## Phase 3 (2002 – Current)

- 30 Geographic Clusters (sectoral & cross sectoral)
- Train the trainer methodology
  - 214 companies
  - 34242 Employees

# WPC MODEL



# PILLAR 1 - COLLABORATION

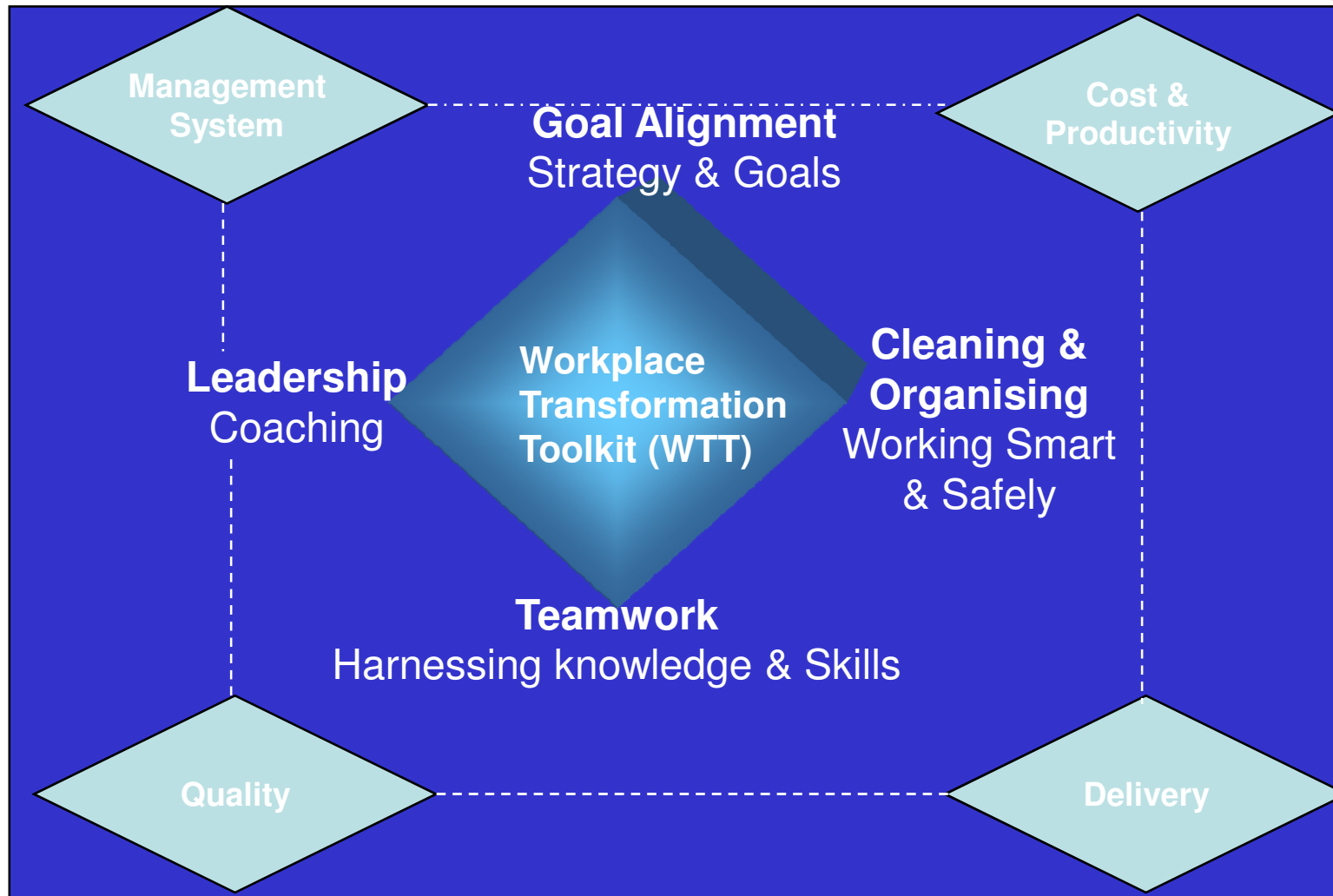


## PILLAR 2 – BEST PRACTICES\*

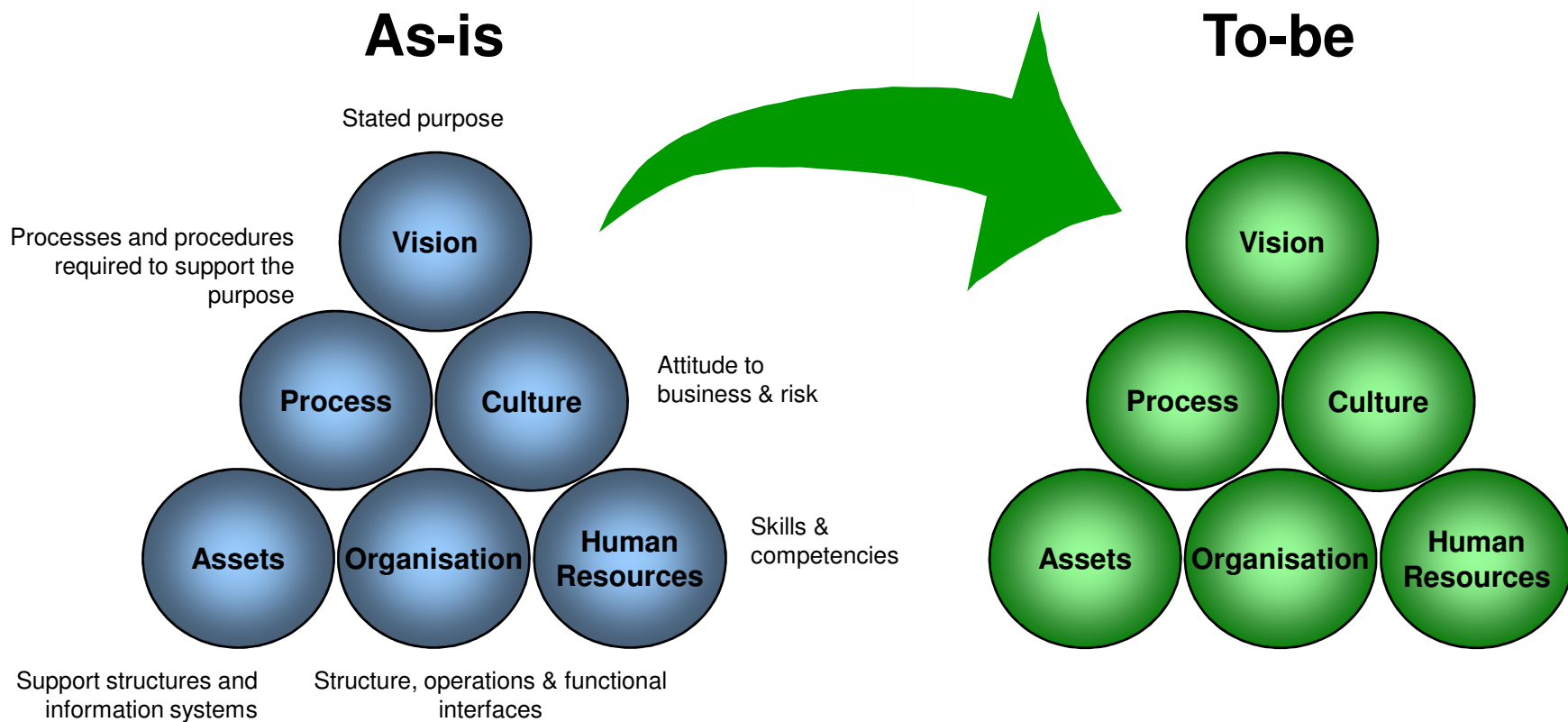
- Leadership practices that promote teamwork, employee participation, continuous learning and flexibility;
- Simultaneous improvement of quality, speed/delivery; cost and morale aligned to overall business strategic intent;
- Establishing close links with customers and suppliers;
- Linear and non-linear improvement initiatives;
- Eliminating all forms of waste and making value flow;

\* Womack, James P. & Daniel T. Jones (1996) *Lean Thinking: Banish waste and create wealth in your corporation*

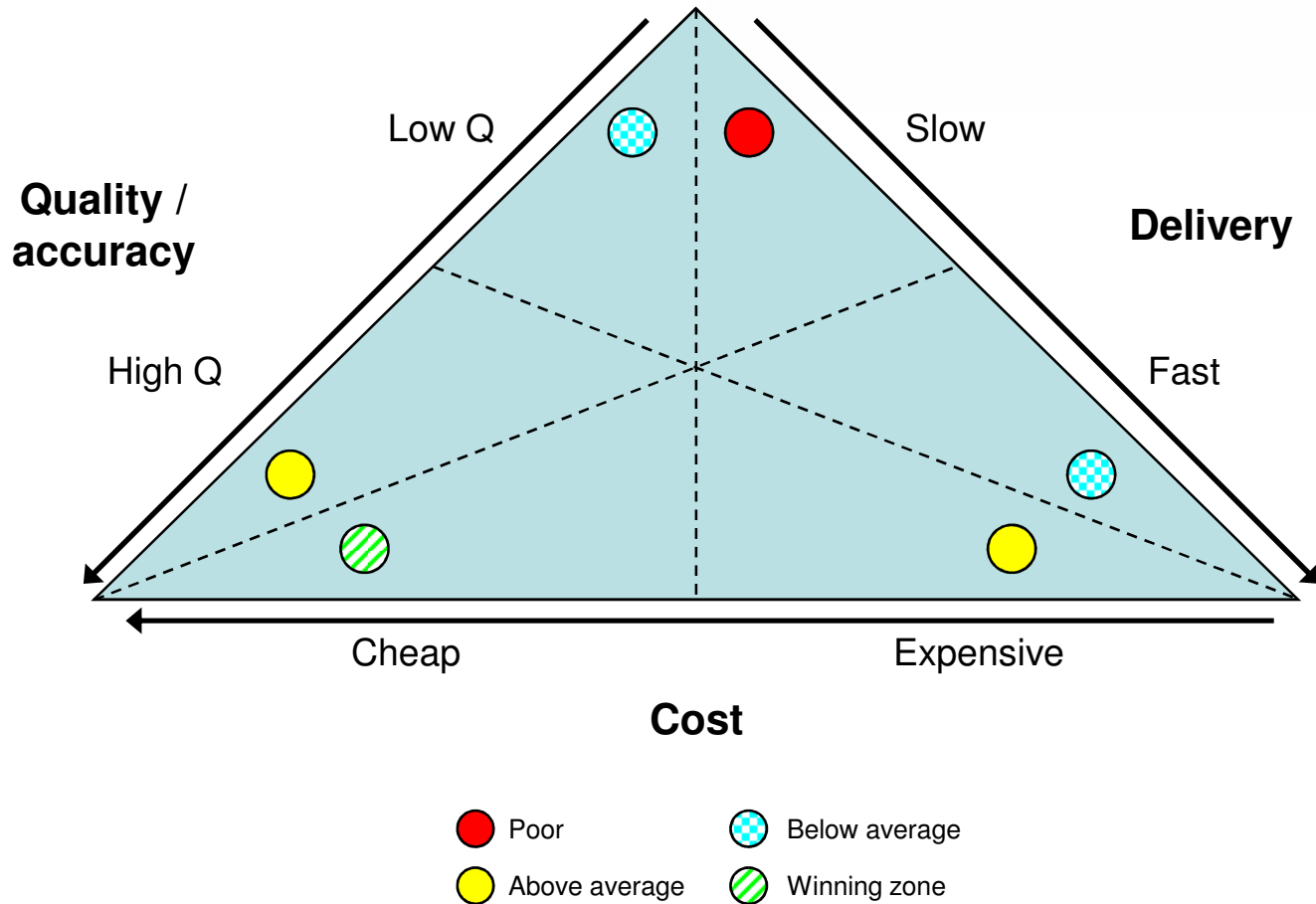
# PILLAR 2 – BOP TOOL



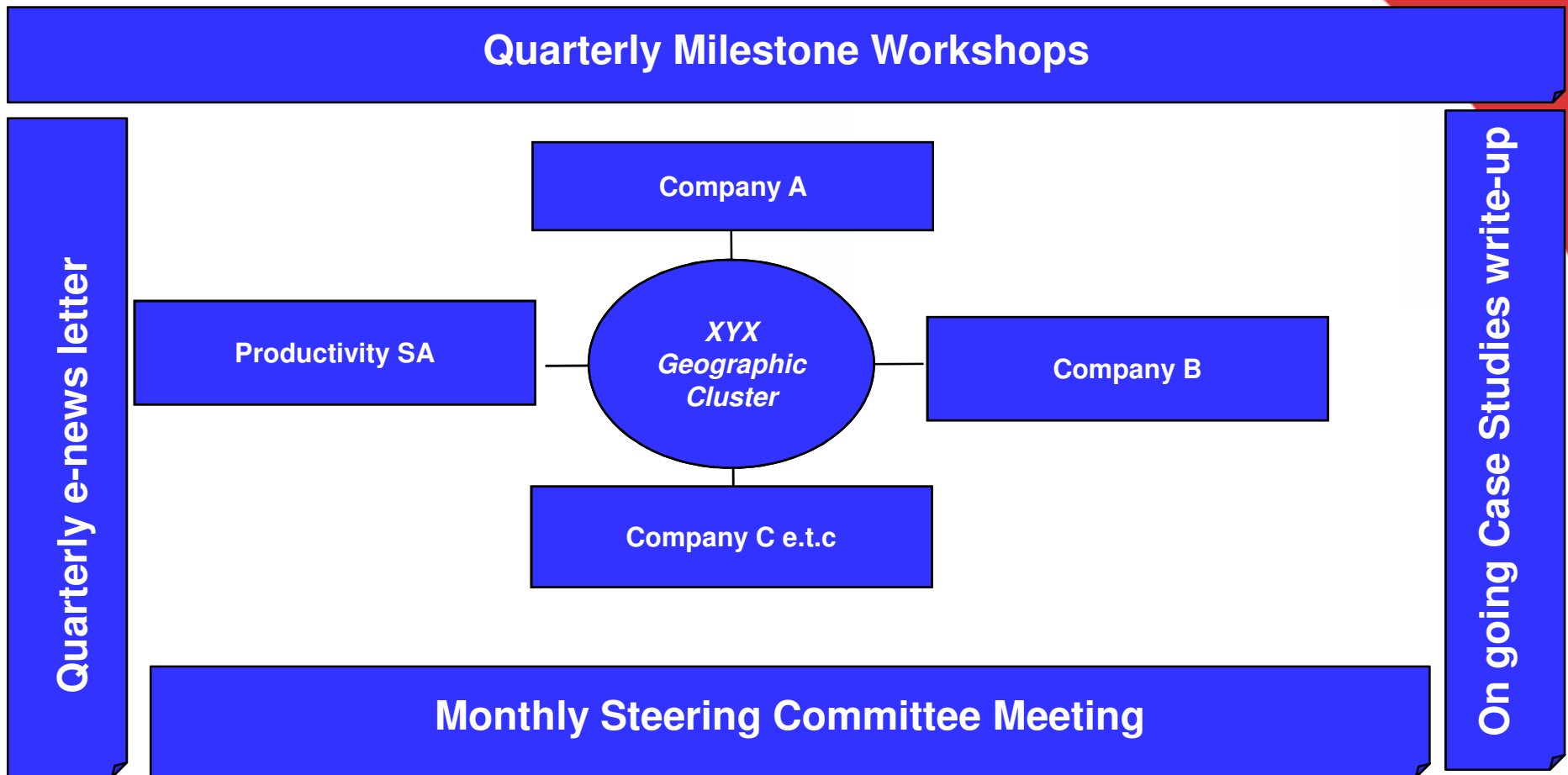
# PILLAR 2 – WORKPLACE TRANSFORMATION



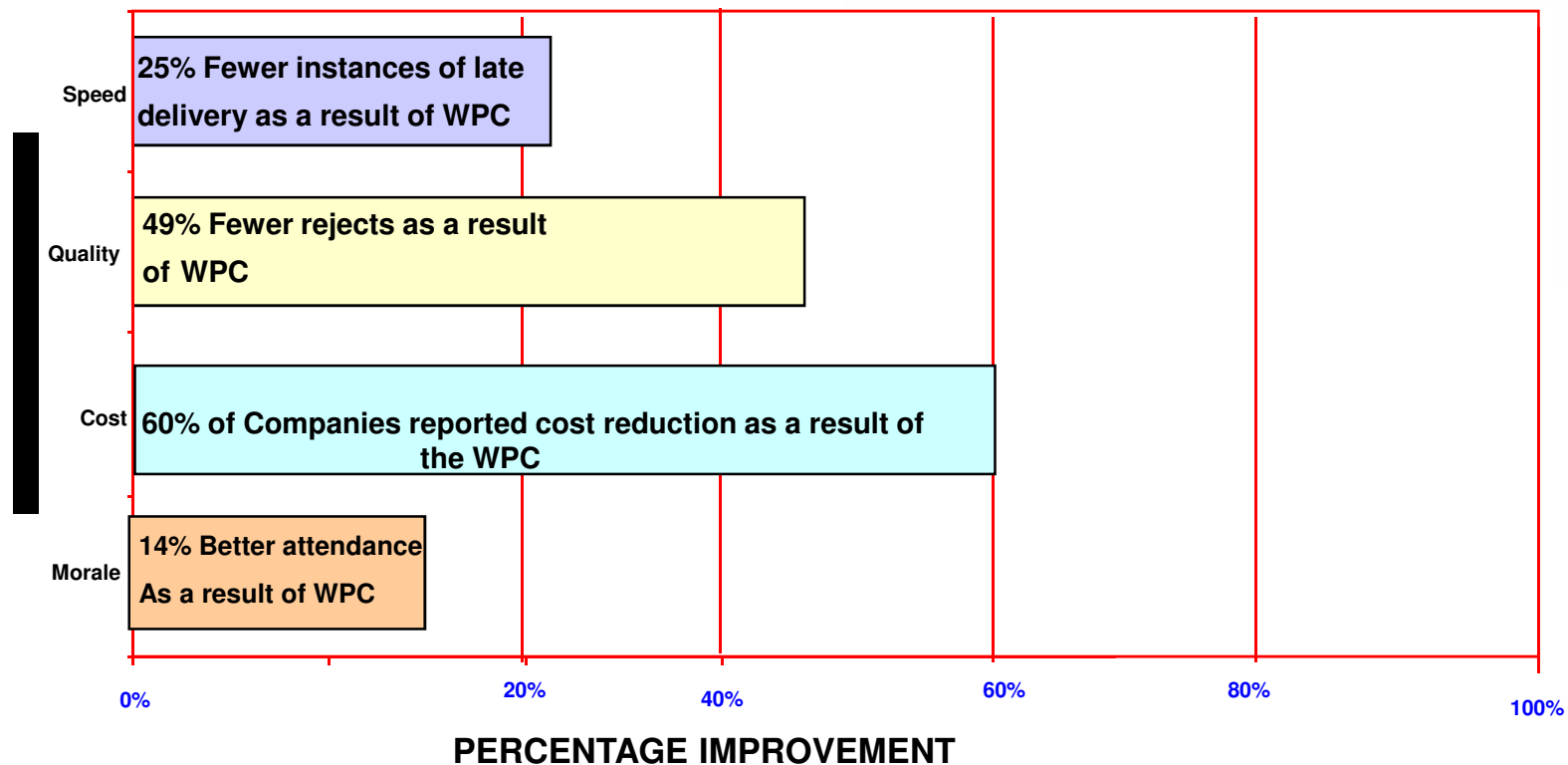
# PILLAR 2 – DRIVERS FOR TRANSFORMATION



# PILLAR 3 – SHARING LESSONS



# WPC VITAL STATISTICS (Quantitative)



# BENEFITS

- Immediate, visible results in the workplace.
- Leaders and teams equipped with the tools and skills to implement world-best practices.
- Teams focused on business objectives, aligned throughout the organisation.
- Best operating practice material
- Networking opportunities and sharing of experiences
- Productive capacity
- Productive culture

# CRITICAL SUCCESS FACTORS

- Commitment from management and labour
- WPC aligned to the strategic intent of organization and incorporated in business processes
- Clear and committed champion
- Real and committed PLC
- Comprehensive WPC project plan
- Ongoing communication & Wide information sharing
- Supportive role played by leadership group
- Involving all stakeholders
- Regular benchmarking
- Developing the first-line management level

# FUNDING

10% to 75% Grant of up to 300K  
(Dependent on size)



For more information visit [www.productivitysa.co.za](http://www.productivitysa.co.za)