

COMPANY PROFILE

Established in Johannesburg in 1980, DMA Group (Pty) Ltd has evolved to offer a comprehensive range of HR-related "performance driven people solutions", to clients across a broad range of sectors, both locally, in southern Africa and abroad.

SOURCING

Through our unique executive search, "adsearch" and response handling activities, our talent sourcing professionals are dedicated to providing service beyond the traditional process, identifying and attracting exceptional candidates for specialist, management, executive and interim appointments across all functions and sectors.

RETENTION

Guided by the principles of COMENSA, our leadership coaching, career management and Discus Team analysis interventions appeal to clients as their teams build self-confidence in their ability to enhance their performance, as well as stay focused on achieving their career goals and success.

OUTPLACEMENT

Since 2002, our outplacement, retrenchment support and career transition specialists have delivered tailor-made programmes in group and individual format, in person and online. These programmes cater for varying budgets, employees and objectives, whilst offering a comprehensive spectrum of both individual and company benefits.

CONTACT US

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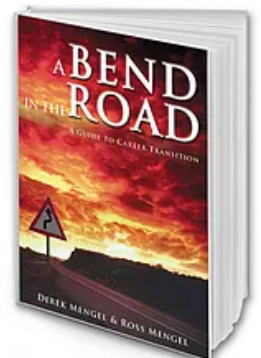
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performance driven people solutions

SOURCING

EXECUTIVE SEARCH

Our association with respected researchers, as well as our extensive network of contacts enables us to offer a unique search campaign process, specifically designed and developed to suit each client's needs, focused on identifying, approaching and attracting exceptional candidates, for a variety of specialist, management and executive level roles.

ADVERTISED SELECTION

Our unique social media presence, in combination with our online registration and application function, has been widely successful, providing us with significant competitive advantage to date. In addition our advertising style, which is highly visible, elicits a high response rate from candidates who are looking for a position, but also those who like to keep an eye on the market.

INTERIM SPECIALISTS

Whilst businesses employ permanent staff to focus on their core competencies, many companies see benefits from "insourcing" the expertise of specialists and senior executives on a short to medium term basis. Interim managers and executives are brought into organisations either to manage specific projects or to fill gaps where interim vacancies exist.

TESTIMONIALS

"Professional, deliberate and focused on meeting clients needs" - HR Manager, Facilities Management

"Very pleased to recommend DMA who have handled our account with personable professionalism at all times" - CFO, Mining Services

"Professional approach, attention to detail and follow up was impressive. We did work on an Interim Executive appointment in Kenya and I got all the support needed to succeed" - Interim CEO, Agriculture

performance driven people solutions

RETENTION

DISCUS® TEAM

As accredited users of the Discus® Profiling Tool, we provide insights to the behavioural styles of each team member and how they interact with each other, in a facilitated workshop environment. These interventions provide useful insights to the strengths, weaknesses and potential areas of conflict within a team, clarifying inter-personal dynamics and establishing a collaborative understanding between all members of the team.

EXECUTIVE COACHING

Using various assessments, coaching models and frameworks, our Leadership & Executive Coaching interventions are facilitated by COMENSA certified coaches with experience in providing coaching support to clients that assists them with meeting predefined outputs and objectives.

CAREER MANAGEMENT

Executive Assessment & Career Management Programmes offered by the DMA Group come in various formats, designed to assist organisations in the "great retention" of key executive talent, who are re-evaluating their careers, before receiving their letter of resignation.

TESTIMONIALS

"The Discus® Team analysis recommended and executed by Ross was tremendously helpful and also appropriate. It made a meaningful difference in the way the team members interacted and communicated with each other. Ross adapted his interaction style to suit. As a result they were satisfied with his services and contracted him again without qualms. The reports Ross generated made for insightful reading and became points of reference in the staff discussions." - Head of Communications, Commercial Property

OUTPLACEMENT

Outplacement, also known as career transition or retrenchment support, helps an organisation plan its staffing levels and continue to operate efficiently and effectively, to the benefit of all stakeholders involved. Formats include:

GROUP WORKSHOPS

Up to 10 individuals take part in one or more of a series of Online Outplacement Workshops, covering topics from CV formatting and Approaches to Job Search, to Interview Skills, Job Offers & Negotiation. This includes a Discus® report and a copy of "A Bend in the Road - A Guide to Career Transition" – by Derek Mengel & Ross Mengel.

COMBINED PROGRAMMES

The benefits of group outplacement programmes are many and ours are designed to address key career transition-related topics through a range of individual, group and round robin exercises. Combined with regular 1:1 meetings, we provide participants with a tailor-made programme covering all aspects of job search, focused on their own circumstances and priorities.

INDIVIDUAL PROGRAMMES

Individual programmes are made up of a series of meetings, held with the separated employee, plus regular email and telephonic support provided in between, for varying periods of time. Commencing at the "pick-up stage" of retrenchment, participants work through the career progression process, which culminates in the development of a strategy to achieve career objectives.

TESTIMONIALS

"The outplacement services that DMA offer are of utmost importance in any retrenchment process. Offering support to employees at this very difficult time is something that all affected employees need in order to remain positive and hopeful about their future. I would definitely recommend partnering with them." - Head of HR, Mining

OUR BOOK

The effective and speedy transition of a retrenched employee to a desired outcome depends on many things; well-defined goals and realistic objectives are essential, with their achievement being largely dependent upon resources available to the individual.

"A BEND IN THE ROAD"

Based on the premise that retrenchment is not the "end" of the road but, indeed, a "bend" in the road, the book provides the reader with practical advice on how to re-establish themselves through a journey of self-discovery and accomplishment.

THE FOUR PHASES

Following the four career transition phases of Separation, Preparation, Communication and Negotiation, "A Bend in the Road - A Guide to Career Transition" also forms the foundation of the DMA Group's Outplacement & Career Transition programmes, which have evolved since their first implementation in 2002 and are conducted with employees who are affected by retrenchment.

NEW IN THE 2ND EDITION

- An "Action Steps" section at the end of each chapter, helping the reader stay focused
- 10 new sample "Summary" sections of a CV, aimed at assisting the reader with developing their own
- Exploring interim and temporary roles and the benefits to both themselves and their prospective employer
- Starting your own business - What to consider when thinking of "going on your own"
- Some commonly asked interview questions and how they should be answered

