

# 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

*Our leadership coaching, career management and Discus Team analysis interventions are facilitated by COMENSA credentialed coaches and 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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 [info@dma-group.co.za](mailto:info@dma-group.co.za)

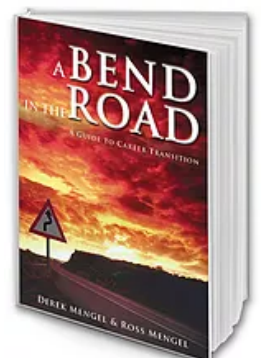
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# SOURCING

## 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*

# 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 Credentialed 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*

# INDIVIDUAL BENEFITS OF OUTPLACEMENT

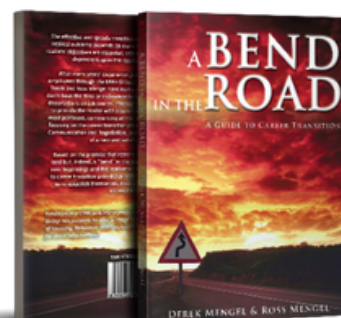
*When managed correctly, outplacement helps laid off employees identify opportunities for new beginnings in roles more closely aligned to their personal, financial and career objectives.*

## BENEFITS

- *The retrenched employee receives professional assistance at a time when they may be ill-equipped or unprepared for a change in their career.*
- *Outplacement programmes help reinforce their strengths and motivations whilst maintaining a positive and proactive outlook, at a typically vulnerable time.*
- *Participants take stock of their qualifications and skills and practice marketing themselves, which are skills that can be applied for life.*
- *The skills and support obtained through our programmes lead to a more efficient and effective job search campaign.*
- *There is an improved success rate in identifying and being shortlisted for target roles.*
- *Support during the interview, job offer and negotiation process helps them succeed in being considered for roles in line with their career objectives.*

## TESTIMONIALS

- *"I found your outplacement programme highly beneficial and would definitely recommend it to other organisations" – Country Manager – Wellness & Nutrition*
- *"I appreciated the group sessions as I was able to hear about other colleagues' experiences. But the 1:1 sessions were most beneficial as we focused on what it was that I wanted and where I wanted to be." - Bookkeeper - Telecom sector*
- *"I am really grateful that our company asked DMA to assist us. You have gone over and beyond to help me with my career after being retrenched." - Senior Fund Accountant - Banking*



# COMPANY BENEFITS OF OUTPLACEMENT

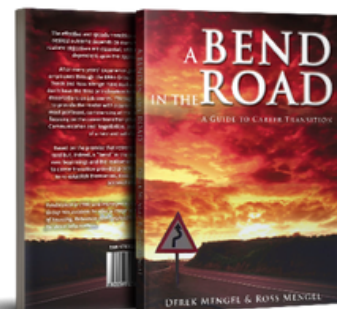
Section 189 processes involve complex and difficult decisions, so are often delayed, then done in a hurry, adding to the risk of errors that affect companies and staff. This explains some of the reasons why a company should consider using Outplacement as a service:

## BENEFITS

- Helps preserve focus, promote trust and send an important message to all stakeholders about their level of corporate social responsibility.
- Management can concentrate on the business.
- Helps relieve management of the emotional stress associated with retrenchment.
- The treatment of departing colleagues can contribute to the retention of key employees.
- The risk of legal ramifications is minimised.
- A supportive approach to retrenchment is good for the future reputation of the company
- Maintains good relationships with those who may become important industry contacts, or even potential future alliance partners.
- Outplacement programmes are recognised as best practice in organisations that believe in sustainable HR management, from an employer branding perspective.

## TESTIMONIALS

- "I have worked with Ross when he provided specialist coaching and upskilling services to employees at crucial time in their careers. Ross delivered successfully on the project in a professional manner, always willing to go the extra mile. I found his approach flexible and adaptable to the needs of the company and employees and a pleasure to work with." - Senior Manager - Talent & OD - Telecoms
- "Thank you for the support you have provided to our employees over this challenging period for them and the regular feedback you have given us. All in all very professional." - Regional Head of HR - Agrochemical



# 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"

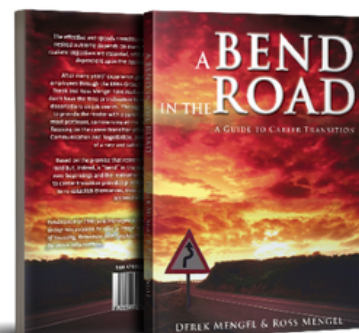
*Based on the premise that retrenchment is not the "end" of the road but, indeed, a "bend" in the road, the book provides the reader with practical advice on how to re-establish themselves through a journey of self-discovery and accomplishment.*

## 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





# A HISTORY OF OUR SERVICES SINCE 2002

## 2002

DMA Group's first Individual Outplacement programmes were designed, based on the four phases of Career Transition identified by Derek and Ross Mengel, as Separation, Preparation, Communication and Negotiation.



## 2004

Our first Group Outplacement programme was commissioned by a client in the Chemical sector, conducted on site with employees affected by organisational restructuring, attending a series of workshops and 1:1 meetings, over a four day period.



## 2006

DMA Group consultants completed DISC training and certification to utilise the Discus Profiler tool, on behalf of participants in our programmes affected by retrenchment, in the context of Outplacement & Career Transition.



## 2010

The first edition of "A Bend in the Road - A Guide to Career Transition" was published by Derek and Ross Mengel, based on updated content from our Outplacement programmes, to be used as a reference for future participants.



## 2017

In conjunction with our Boston-based associates, the DMA Group implemented a programme for 140 individuals employed in various capacities by a globally respected Financial Services organisation, at their Cape Town offices, over a 4-month period.



## 2020

200 employees of a client in the Telecoms sector were provided with Outplacement & Career Transition Support by the DMA Group, during COVID-19 Lockdown Level 5, through a series of online assessments, workshops and 1:1 meetings, over a 3-month period.



## 2021

The second edition of "A Bend in the Road - A Guide to Career Transition" went to print and includes, amongst other updates relevant to post-COVID-19 career transition, insights to interim and temporary roles, what to consider when starting your own business and an "action steps" section for each chapter.



## 2023

3-month programmes were facilitated with three members of a multi-national client's finance team who were based in Accra, Ghana. Feedback was positive, highlighting our international reach and the relevance of applying our programmes to regions outside of South Africa, irrespective of participants' function, sector and location.



## 2024

22 years later, the DMA Group continues to design, develop and implement innovative career transition-related programmes, including Entrepreneurial Coaching, Executive Assessment & Career Management and Group & Individual Outplacement & Career Transition Programmes to participants both locally and abroad.



## SUMMARY

*DMA Group holds a proven track record of enhancing both operational efficiency and stakeholder satisfaction, through the outplacement and career transition services we offer. We are dedicated to facilitating smooth transitions that benefit all parties involved. To find out more, reach out to us using the details below. We look forward to being able to assist.*

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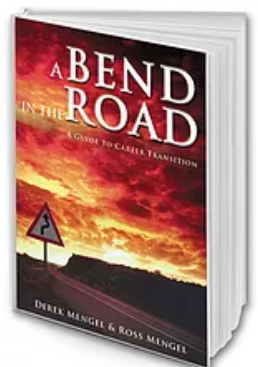
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# performance driven people solutions