

# Why do a Skills Audit ?

**Identify Skill Gaps:** It highlights areas where employees may need further training or development, helping to bridge skill gaps that could hinder performance.

**Strategic Workforce Planning:** A skills audit supports long-term planning by identifying the skills needed to achieve organizational goals. It helps ensure the right people are in the right roles.

**Employee Development:** By pinpointing individual strengths and weaknesses, a skills audit provides a roadmap for targeted professional development, increasing engagement and job satisfaction.

**Succession Planning:** Understanding current skill levels helps in preparing employees for future roles, ensuring continuity in leadership and key positions.

**Improved Performance:** By aligning employees' skills with their roles, a skills audit helps improve overall productivity and efficiency, as employees are better equipped to meet their responsibilities.

**Informed Recruitment Decisions:** A skills audit clarifies what skills are lacking within the organization, guiding recruitment efforts to fill those specific needs rather than duplicating existing competencies.

**Support Cultural Change:** In periods of change, such as digital transformation, a skills audit helps identify readiness within the team, ensuring the workforce is prepared to adapt to new technologies or workflows.

# Will it help with Branch Improvement ?

## **Identify Key Skills Driving Success**

A skills audit allows you to pinpoint which skills are present in high-performing branches but lacking in underperforming ones. By understanding these critical skills, you can focus on developing or recruiting for them across other branches to enhance overall performance.

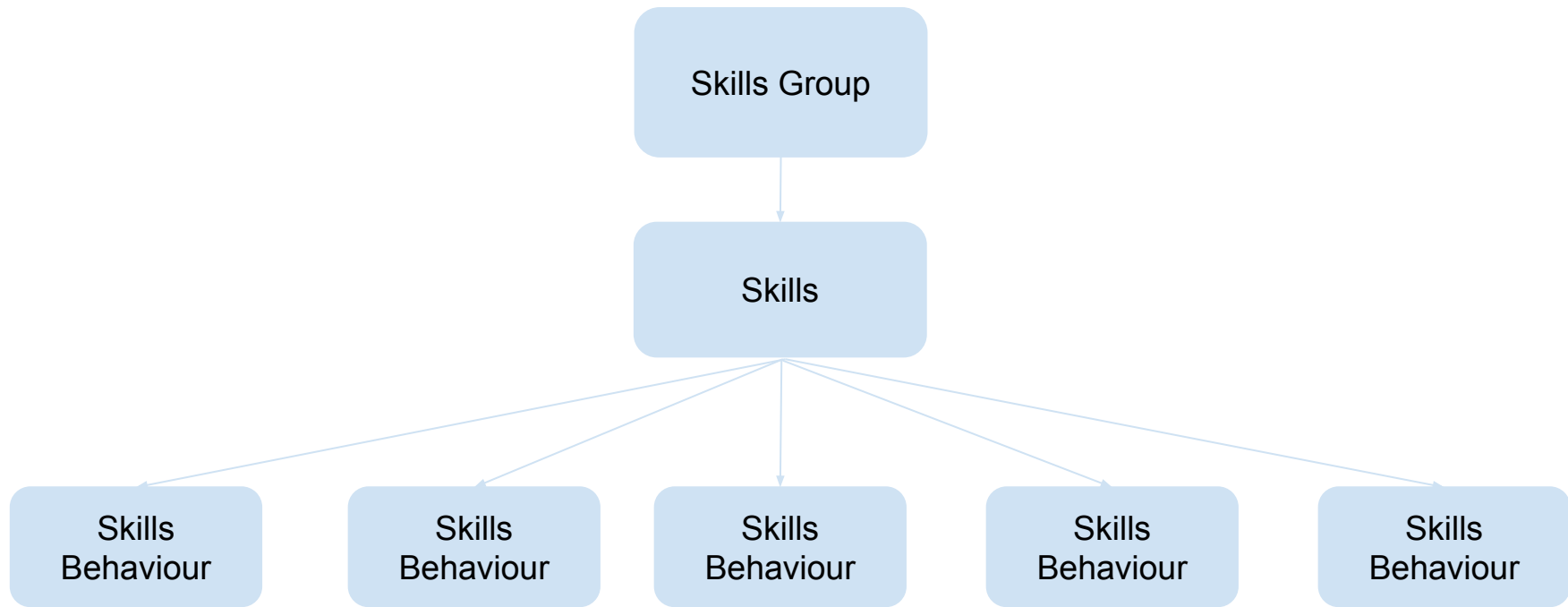
## **Targeted Training and Development**

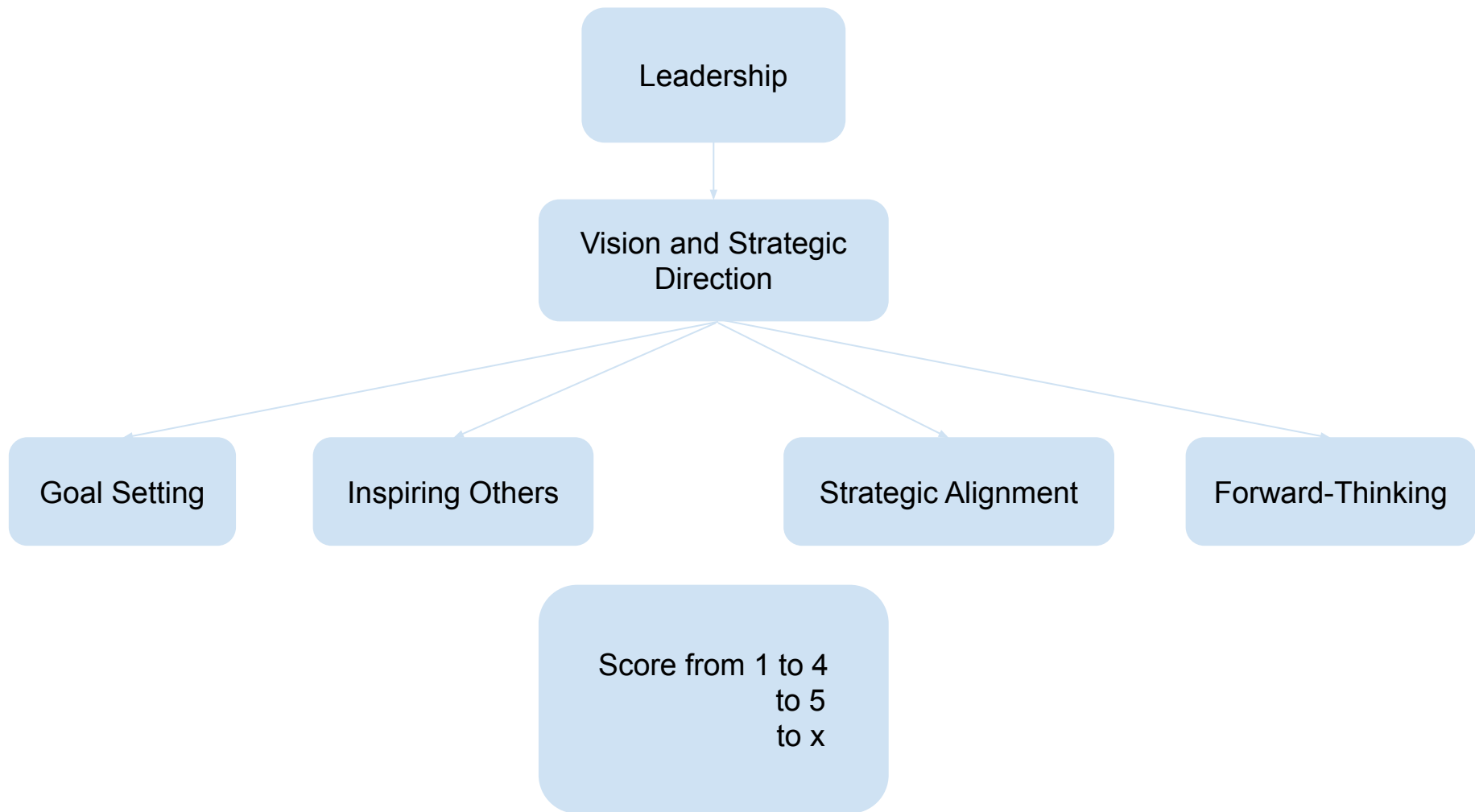
By identifying the skill gaps in underperforming branches, you can implement focused training programs to address these needs. This ensures training investments are efficient and tailored, directly contributing to branch improvement rather than using a one-size-fits-all approach.

## **Informed Hiring Decisions**

A skills audit reveals the specific skill sets that correlate with branch success, enabling you to make more strategic hiring decisions. This reduces turnover and aligns new hires with the skill needs of each branch, ensuring that talent acquisition supports overall business goals.

# Skills Audit Methodology





Skills Group:  
Average of  
Group Scores

Skill Average:  
3.4

Skills 1: 3

Skills 2: 4

Skills 3: 3

Skills 4: 4

Skills 5: 3

Scoring rate 4  
used

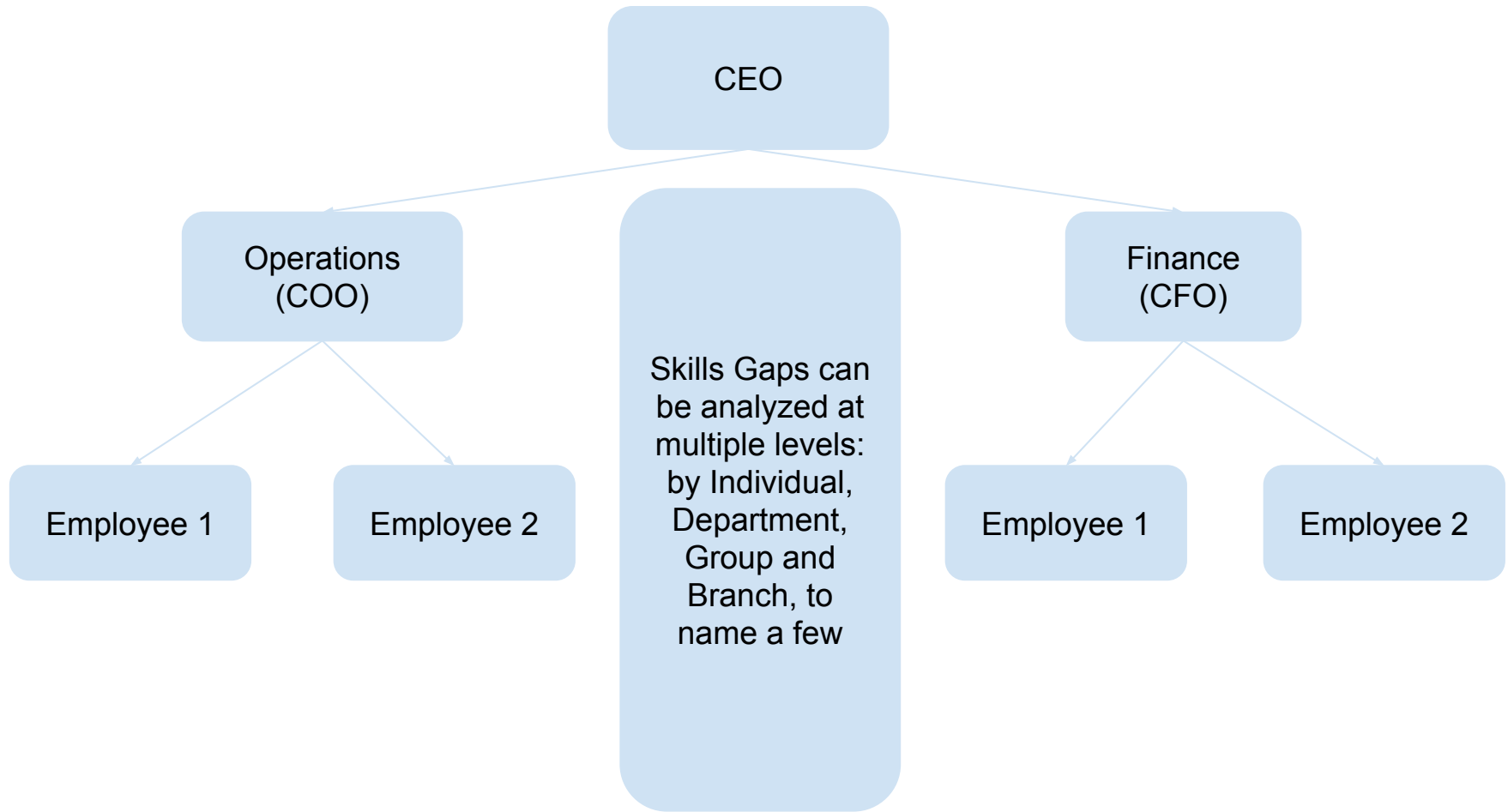
The skills Gap

80% + = Green

60% to 79% = Amber

0% to 59% = Red

% can be adjusted to fit your  
company policies



# Our Solution

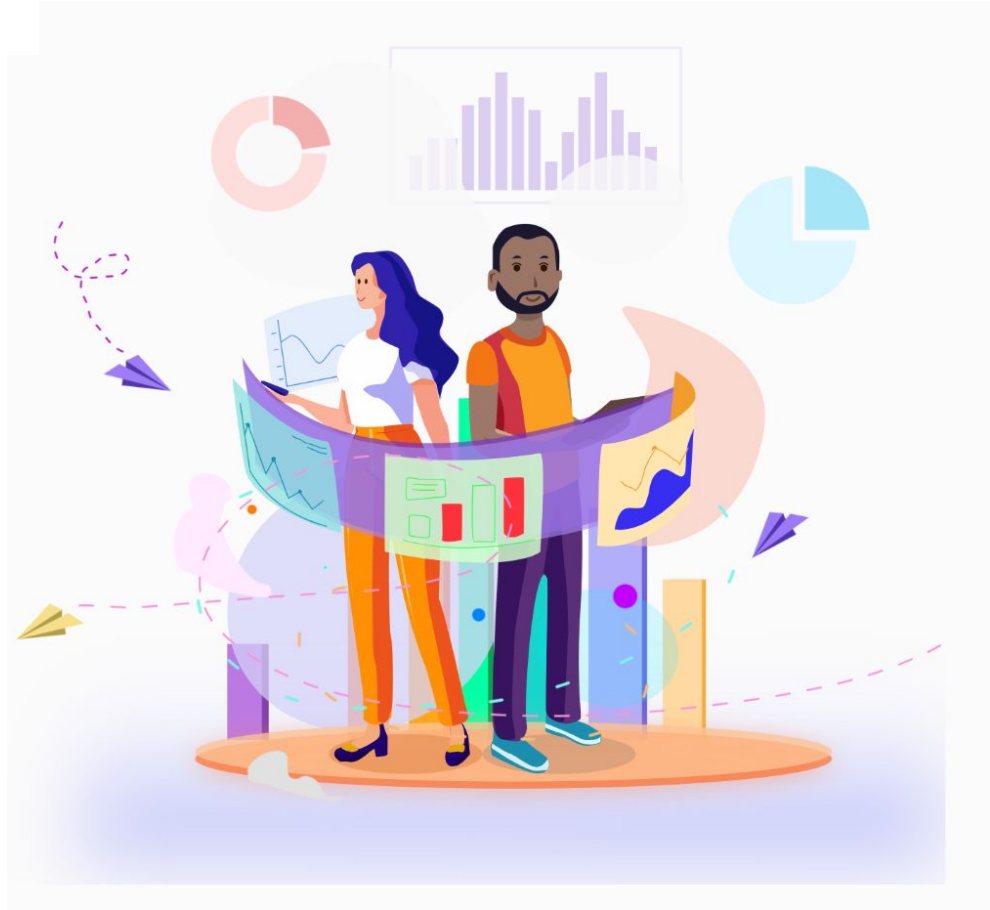


## Flowerdew



Flowerdew

flowerdew.tech



# We create the Skills Sets with you and upload it into the system

Sive Nodada
Andries du Plessis
Gerhard Sameuls
Lerato Kambule
John Savage
Jacob Motsumi
Palesa Mofokeng

Skills Questions

Skill
Functional Skills
Skill
Code Quality
Behaviour
Code Efficiency
Behaviour Description
Writes optimized code to maximize performance and resource utilization.
Score Description
1- Basic 2- Intermediate 3- Competent 4- Advanced
Score Standard
4
Behaviour
Code Readability
Behaviour Description
Structures code in a clear, organized, and maintainable way.
Score Description
1- Basic 2- Intermediate 3- Competent 4- Advanced
Score Standard
4
Behaviour
Error Handling
Behaviour Description
Implements error-handling mechanisms to prevent application crashes.
Score Description
1- Basic 2- Intermediate 3- Competent 4- Advanced
Score Standard
4
Behaviour
Refactoring
Behaviour Description
Continuously improves code structure without affecting functionality.
Score Description
1- Basic 2- Intermediate 3- Competent 4- Advanced
Score Standard
4

# Self Evaluation and Evaluation

Lerato Kambule  
Sales Manager

locked evaluation

[Save Evaluation](#) | [Save & Lock](#) | [unlock](#) | [Print](#) |

Skills

my Score	Skills	Score
3.05	<b>Functional Skills</b>	3.48
	<b>Customer Needs Assessment</b>	
	Identifies Customer Needs	
	Effectively determines and understands customer requirements.	
	1- Basic 2- Intermediate 3- Competent 4- Advanced	
2 => Interme		3 => Compet
3 => Compet	<b>Develops Sales Proposals</b>	3 => Compet
	Creates tailored sales proposals that address specific client needs.	
	1- Basic 2- Intermediate 3- Competent 4- Advanced	
3 => Compet	<b>Demonstrates Product Features</b>	3 => Compet
	Effectively showcases product features and benefits to clients.	
	1- Basic 2- Intermediate 3- Competent 4- Advanced	
2 => Interme	<b>Handles Objections</b>	3 => Compet
	Successfully addresses and overcomes client objections during sales discussions.	
	1- Basic 2- Intermediate 3- Competent 4- Advanced	

[My Comment](#)  
no comments

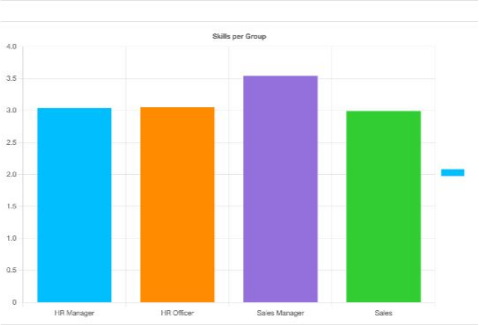
Evaluation done by  
manager

Self-evaluation  
done  
by employee

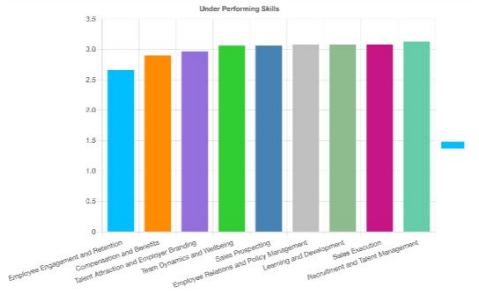
# Analytics

- Analytics for Departments, Groups, Individuals.
- Add comprehensive insights about the skills and skills gaps

# Analytics

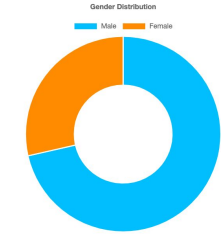


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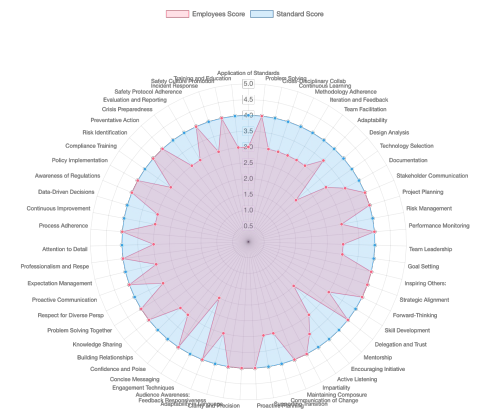
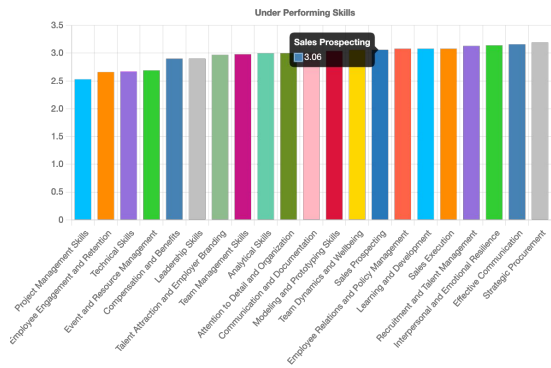
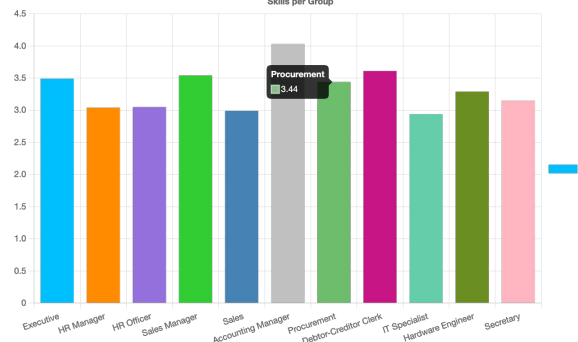
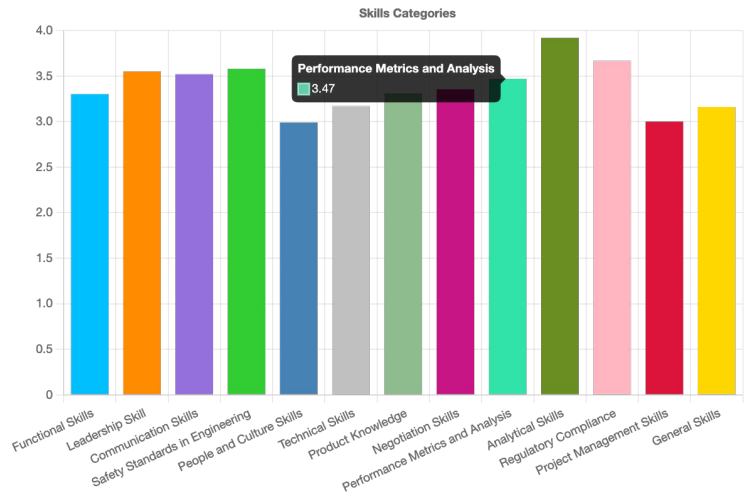
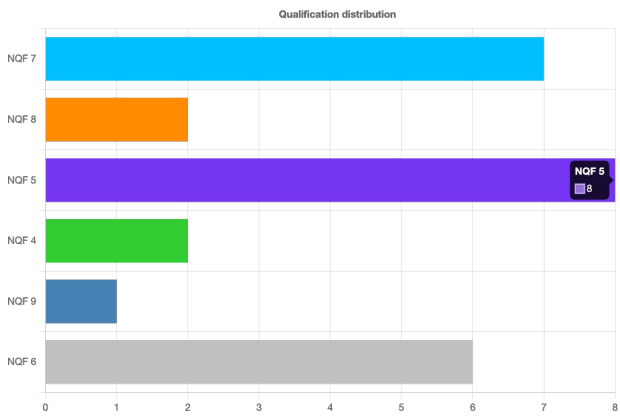
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Employees Scores Standard Score

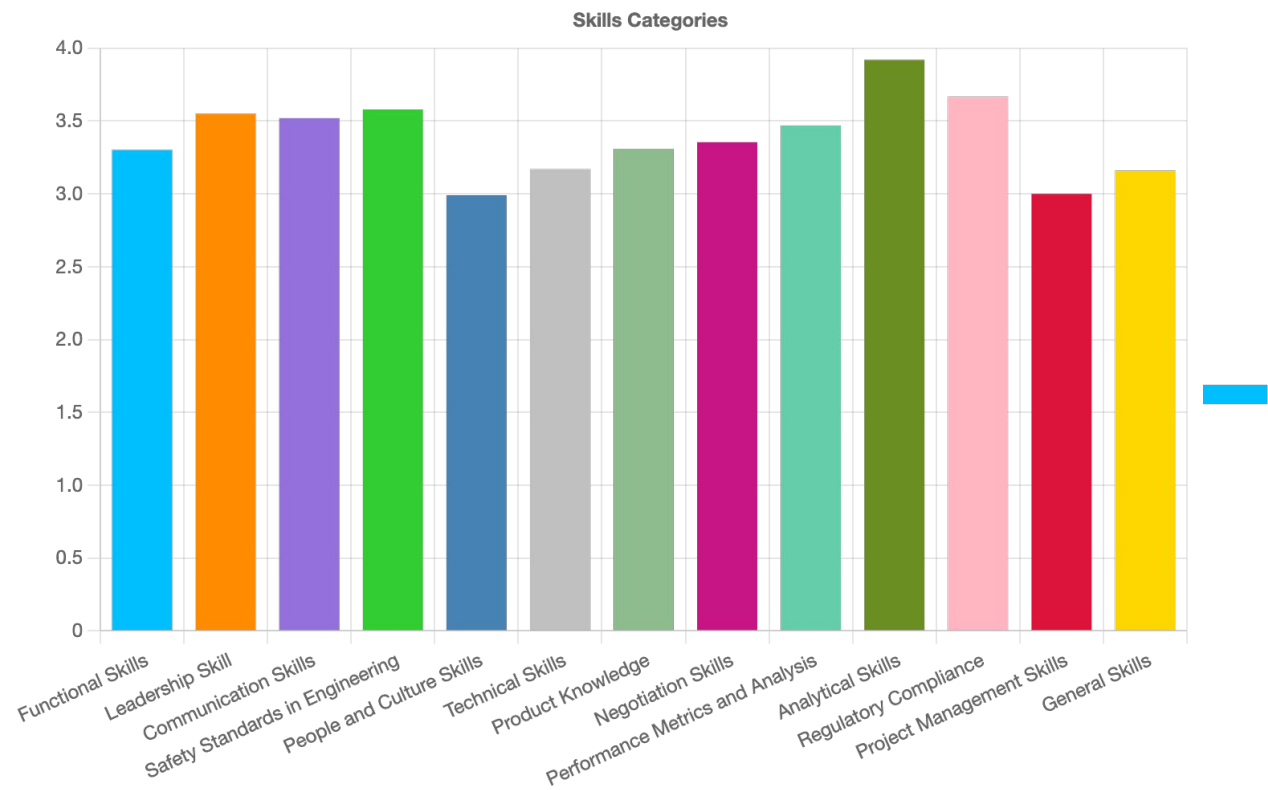


Skills Gap Table

Employee Engagement and Retention		4.00	2.66	1.34
	Employee Engagement	4.00	2.35	1.65
	Employee Feedback	4.00	2.75	1.25
	Recognition Programs	4.00	2.95	1.05
	Survey Analysis	4.00	2.60	1.40
Compensation and Benefits		4.00	2.90	1.10
	Compensation and Benefits Strategy	4.00	2.95	1.05
	Performance-Based Incentives	4.00	2.65	1.35
	Market Analysis	4.00	2.55	1.45
	Payroll Management	4.00	3.35	0.650
Talent Attraction and Employer Branding		4.00	2.97	1.03
	Social Media Recruitment	4.00	2.60	1.40
	Employer Branding	4.00	3.60	0.400
	Candidate Engagement	4.00	3.40	0.600
	Professional Networking	4.00	2.30	1.70
Team Dynamics and Wellbeing		4.00	3.06	0.940
	Team Building	4.00	2.90	1.10
	Conflict Resolution	4.00	3.25	0.750
	Employee Wellbeing Programs	4.00	3.00	1.00



# Skills Category Graph



# Skills Category Description

Based on the graph and scores provided, here's an interpretation of each category's performance, highlighting strengths and areas for improvement.

## 1. High-Performing Areas (Scores 3.5 and Above)

- Leadership Skill (3.7)
- People and Culture Skills (3.6)
- Analytical Skills (3.6)
- Regulatory Compliance (3.8)
- Project Management Skills (3.5)

Interpretation: These categories are performing well, scoring close to the maximum of 4. This indicates strong competencies in leadership, cultural understanding, analytical thinking, regulatory compliance, and project management. These strengths should be maintained as they are critical for organizational success.

## 2. Moderate-Performing Areas (Scores Around 3.0 - 3.4)

- Functional Skills (3.0)
- Communication Skills (3.6)
- Safety Standards in Engineering (3.2)
- Technical Skills (3.17)
- Product Knowledge (3.1)
- Negotiation Skills (3.4)
- Performance Metrics and Analysis (3.5)



Interpretation: These skills demonstrate a solid foundation but may benefit from targeted development to elevate them closer to a 4. For instance:

Safety Standards in Engineering and Technical Skills are essential, especially in engineering roles. Improving these areas could enhance operational safety and technical proficiency.

Communication Skills and Negotiation Skills are vital for cross-functional teamwork and effective stakeholder engagement. Enhancing these skills could improve collaboration and deal-making success.

## Summary of Key Areas to Address

General Skills is the primary area of concern and should be prioritized for improvement.

In the Moderate-Performing categories, focusing on Safety Standards in Engineering and Technical Skills could yield substantial benefits, especially in technical or engineering roles.

Communication and Negotiation Skills should be strengthened, as they are crucial for effective teamwork and stakeholder management.

## Recommended Actions

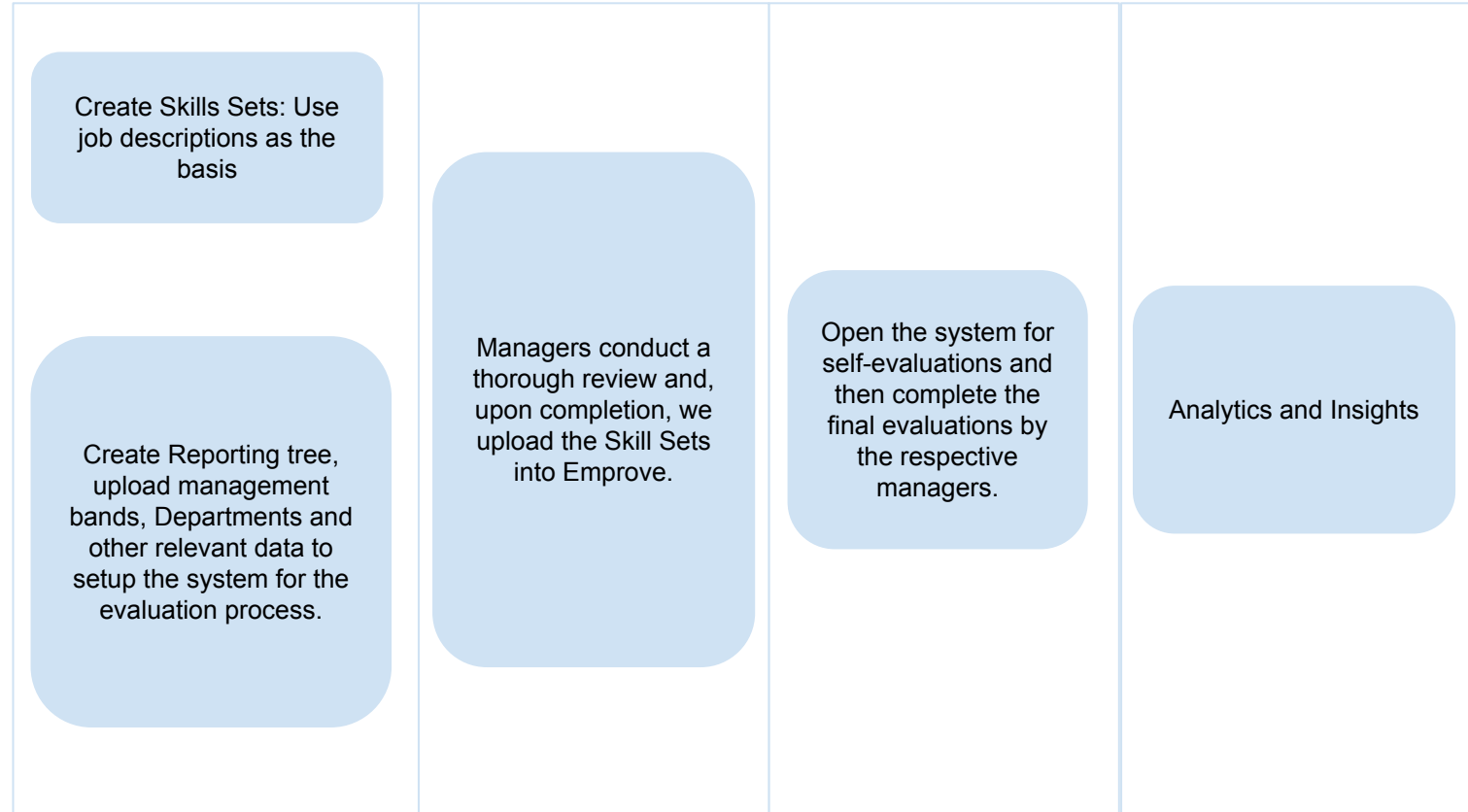
**General Skills:** Introduce workshops or training focused on universal skills like time management, adaptability, and organization.

**Technical & Safety Skills:** Implement targeted training, possibly through certification programs or hands-on workshops, to enhance technical competencies and safety awareness.

**Communication & Negotiation:** Provide soft skills training, role-playing scenarios, and coaching to strengthen interpersonal skills and negotiation capabilities.

By addressing these areas, the organization can build a more balanced skill set across all categories, maximizing the team's effectiveness and readiness.

# Implementation Flow



# Licensing Pricing

- Batch pricing, 50 licenses per batch
- R48 000 for first batch of 50
- R16 000 for increments of 50
- Timeframe is negotiable: The price may increase with extended completion timelines.

# Consulting Pricing

- Depends on: Job Descriptions and information availability
- Meetings are conducted face-to-face instead of via Zoom
- Thumbsuck: up to 50- R 700 p/employee
- up to 250- R 400 p/employee
- up to 500- R 350 p/employee

Example: 220 Size company. Licensing for 250.  $((250 / 50) + 1) * 16\ 000 = R\ 96\ 000$   
Consulting for 250.  $(250 * 400) = R100\ 000$   
Total: R196 000

(Negotiable depending on Information availability and meetings)

# About Emprove



Emprove shareholders consists of five shareholders. Two of the shareholders are international companies with branches in South Africa.

# About Flowerdew

(will change to Quadriga Technologies)



Flowerdew is a South African company and is one of the Emprove shareholders. Flowerdew is the main software developer of Emprove software.