

“Your PARTNER in Talent Acquisition Solutions”

Who we are

Step Ahead Staffing is a specialist agency, operating for 10 years; with branches in Johannesburg, Cape Town and Durban. Our vision is to provide;

EXCEPTIONAL & VALUE FOR MONEY SERVICE to all our clients

PERSONALISED CAREER ADVANCEMENT JOURNEY to all our candidates

Our drive to offer disability recruitment was founded on having a database of skilled people with disabilities and no opportunities to place them in.

We went on an aggressive MARKETING strategy and in partnership with our stakeholders over the past years we have successfully placed candidates in global, private and public sectors this including skilled and technically qualified

Our services are in partnership with our specialist partners include but not limited to:

- Sensitization and Awareness workshops
- HR Alignment to Business Strategy
- Organisation Development
- Coaching and Mentoring

With the new BEE Codes and demand from business, we had an influx of opportunities and lost focus on our vision.

Our business operations become very TRANSACTIONAL and Traditional –

We SOURCED and PLACED candidates, this worked for a short period but did not provide a sustainable process and questioned our vision and values to business?

Our transformation journey came into place 2 years ago when we implemented a Coaching Programme, that included Neuro Linguistic Programming this encompasses the three most influential components involved in producing human experience: *Neurology, Language and Programming and how the 3 are linked.* .

**EmpowerDex Rated – Level 3 Contributor – 110% Procurement Recognition
Association of Personal Services Organisation of South Africa (APSO Member)**

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(Mind) Neurology - regulates how our mind function,

(Linguistic) Language- determines how we interface and communicate with other people

(Behaviour) Programming - determines the kinds of models of the world we create.

Our recruitment process is based on 2 critical aspects;

Client Site Visits:

- Operational Facilities (lifts, doors, bathroom, workstations, transport services)
- Business Objectives are for the role (WHY are we HIRING)
- Business Values
- Business Awareness of People with Disabilities
- Succession Plan for the role
- Culture and Team Dynamics
- Human Resources Policies and Process
- Reasonable Accommodation

Candidate Sourcing Process (interviewing the applicant)

- Understand the nature of the disability
- Understand the individuals goals and aspirations
- Applicants expectations from business
- Disability Reasonable Accommodation expectations from business
- Communication, behavioral and thinking barriers into mainstream environments

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Using the SYSTEMS THEORY and NLP Approach we align and create synergy between business and successful employee. Having asked the key questions in our site and candidate sourcing process we are able to create synergy and alignment between organisational, team and individual goals and objectives.

(Systems Theory diagram attached)

Our objective is to provide a channel of change through understanding of business and employees.

Empowered and Passionate EMPLOYEES make GOOD BUSINESS