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Denel Aviation receives a seal of excellence in talent management

Despite rapidly rising employee expectations and the fierce battle for talent, Denel Aviation – a division of the larger Denel Group – has managed to remain focused in achieving and exceeding its business goals as well as attract, motivate and retain most of its key resource talent, according to chief executive, Ismail Dockrat.

He says: "In the current financial climate that has put the entire globe in a state of uncertainty, many organisations are under immense pressure to deliver results, and do so with greater efficiency to keep up with client demands and expectations. The announcement of Denel Aviation as a Best Employer shows that the organisation is progressing in building a sustainable and commercially viable entity that consider employees an integral pillar for success.

"Our company is about people and we make every employee a part of the organisation. To achieve this, we have invested in building solid internal communication and effective

people management processes over the years. We realise that to have a committed and effective workforce we need to ensure that it is continuously made aware of what is happening in the business around them. We understand that highly engaged employees tend to consistently deliver beyond expectations and have a sense of belonging or a strong bond with the company and its brand."

He views the award as a profound achievement for the company. "It is a seal of the our excellence in talent development and management. We opted to participate in the CRF study because of its stringent requirements and ability to bring out what really drives employee motivation. It acknowledges the strategic interventions that are in place but also evaluates their impact and contribution towards creating a seamless pool of skills and talent. It also shows that our efforts in implementing the company turnaround strategy are not in vain."

The company operates in

the aerospace industry sector and is a leader in defence aircraft maintenance, repair and overhaul. With a staff complement of 1 275 employees, it boasts an annual turnover of about R750 million. Like its counterparts in the sector, the company is affected by the country's skills shortage in the engineering trades, which means that developing and keeping existing talent remain a priority. So does attracting young and vibrant talent that has the potential to become future high performers, therefore establishing long term sustainability within the organisation.

Dockrat shares that since his appointment in 2006 he has made it his mission to take the company to greater heights. "Not only in terms of financial returns but through creating a flawless flow of skills and talent in the organisation."

The company's transformation initiatives sky-rocketed under his leadership, contributing to its current rating as a Level 4 BBBEE contributor.