

Welcome Page

"We honour the potential in every human being like a seed waiting to blossom ... if only someone would take the time to nurture it, water it, and believe in its inevitable growth." - BTGH

With time our understanding of, and approach to equity in the workplace has evolved and deepened. Today we bring a depth of experience and expertise to your human resource and business solutions that you will find invaluable in the transformation and daily management and growth of your enterprise.

In striving to meet your needs, and those of all our clients, Bridging the Gap (BTG) is committed to a vision -

"To be a strategic, value-adding partner to our stakeholders".

This embraces:

- Maximising the use of your resources – people, time and budget
- Developing and implementing customised business solutions
- Building strategic and long-term relationships
- Maintaining uncompromisingly high standards, a professional approach and ethical business practices

Our History, Your Future

Long before BEE became a catchphrase, the founders of Bridging the Gap recognised the serious need for business to address equity issues. In 1992 Bridging the Gap was established, and was possibly the first Black Economic Empowerment company in this field.

Over the years our experience, insight and approach has equipped our organisation and consultants with expertise to assist your organisation achieve responsible employment equity through growing new executives and senior managers into their roles. We will advise on strategic interventions, diversity and culture management, change management and transformation ensuring modernised human resources and people management systems and processes thus helping you achieve your business objectives.

The challenge is to bridge the gap which exists between where you and your organisation are and the goals you intend to reach.

Our Strategy Model – A different approach

We offer specific products and services tailored to meet your needs, to delivery your goals, to effect real change in your organisation. Our approach to any project involves establishing a working partnership with you. We insist that you and your team own the project, process and its results.

Successful businesses know that organizational effectiveness is achieved through creating and following a well designed strategy which takes account of all aspects of the business. Our strategy model rests on four pillars which will assist you in achieving your objectives.

Purpose, People and Processes are nothing without Leadership. To create, improve and maintain an environment that motivates staff to deliver top performances you need efficient and dedicated leadership. As leaders think and move forward, they stretch their people to keep pace. They are the glue that holds the other three components together.

If you are not already consciously working within the principles of these pillars, BTG will work with you to make them an innate part of your business strategy.

Consulting

It was only in the early 90s that human resources began to enjoy a place among the key management functions in many companies. Our BTG Consulting Division not only has the expertise to transform the human resource aspect of your business, we also have the objectivity to help you make the right decisions in the following areas:

- Strategy conceptualization, design and execution
- Climate surveys
- Business process design and implementation
- Corporate governance
- Transformation, change and diversity management
- Leadership and stewardship workshops

Human Capital

The BTG Human Capital division brings many years of experience to help streamline your company's day-to-day human resource management, including:

- Executive search
- Executive and management development
- Job evaluation and profiling
- Competency evaluation
- Compensation and reward systems

Training and Development

The Training and Development division offers the following integrated solutions:

- Design and implement customised E learning Courses and self driven training environments
- MS Office - Self Paced training in various SA languages (E Learning)
- Identifying the clients training requirements and providing the complete solution to meet the needs
- Customised skills audits, leading to appropriate learning and development strategies
- Providing a trainer data base with a team of professional trainers covering a wide spectrum of skills
- Course material design, training programme, training and facilitation
- Developing in-house trainers with potential to present specialised training and train the trainers
- Assisting clients with succession planning and training
- Planning multi-skill training programmes

HR Systems

Our Human Resources Systems division ensures that not only do we offer advise and facilitation on what systems are need for successful results but also provide the solutions.

- Performance management system
- Job evaluation & profiling system
- Payroll consulting
- Compensation and reward strategy consulting
- Competency evaluation

Financial Solutions

Our Financial Solutions Division offers six key services to small and medium sized business. We specialise in helping emerging black businesses plan and manage their financial processes.

- Business plans design and analysis
- SMME support
- Investment advisory services
- Investment proposals
- Due diligence
- Facilitating BEE partnerships

Our Clients and Projects

- Business Day Financial Mail (BDFM)
- Brandhouse
- Pick 'n Pay
- Nampak
- Department for International Development (DFID), UK

- South African Broadcasting Corporation (SABC)
- South African Airways (SAA)
- Medical Research Council (MRC)
- Industrial Development Corporation (IDC)
- National Housing Finance Corporation (NHFC)
- Department of Home Affairs
- Department of Foreign Affairs
- Department of Trade and Industry
- University of Venda
- University of Limpopo
- University of Pretoria

Contact Us

Telephone Number : +27 (0) 11 622-8989

Fax Number : +27 (0) 11 622-8911

Email : bridge@global.co.za

Website : www.btgh.co.za

Physical Address :

No. 11 Marcia Street

Cyrildene (Next to Bruma)

South Africa

Postal Address : PO Box 45

Auckland Park

South Africa

2006

Copyright2008@BTHG Holdings