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# Crowe DNA

A leading worldwide network of Human Resources
Development advisory services.

**Audit / Accounting / Human Development**

# Crowe DNA Human Development Advisory

We specialize in transforming organizations by aligning people strategies with business goals and integrating Environmental, Social, and Governance (ESG) principles. With our external perspective on leadership, culture, performance, and sustainability, we ensure that both individuals and the organization thrive in the long term.

# Our Consulting & Strategy Focus Areas

## Organisational Strategy

- **Business & HD alignment:** Ensure and guide that HD initiatives directly support your company's objectives.
- **Workforce Planning:** Define and forecast talent needs in line with future growth and market demands.

## Leadership Development

- **Executive Coaching:** Equip leaders with advanced skills in communication, strategic thinking, and change leadership.
- **Team management training:** Develop managers' capabilities to foster high-performing, collaborative teams.

## Employee Development & Engagement

- **Customised training programs:** Identify skills gaps and provided targeted training solutions for professional growth.
- **Engagement Initiatives:** Boost morale and retention be aligning workplace culture with employee expectations.

## Culture Transformation

- **Culture Assessment:** Evaluate existing values, behaviours, and practices to identify strengths and areas for improvement.
- **Change managment roadmap:** Guide your organisation through transitions, ensuring clear communication and stakeholder buy-in.

# ESG Advisory

- **ESG Strategy Alignment:** Assess current practices and develop a roadmap to integrate environmental, social, and governance considerations into your business model.
- **Sustainability reporting**: provided guidance on ethical sourcing, social impact programs, and governance frameworks aligned with relevant standards (e.g., GRI, SASB, HDI, ILO).
- **Stakeholder engagement:** Support transparent communication with investors, customers, and regulatory nobodies regarding ESG initiatives and progress.

# Performance Management

- **Feedback & Review Systems:** Implement structured methods for ongoing performance conversations, appraisals, and career pathing.
- **Talent & Succession Planning:** Idenitfy high-potential employees and plan for leadership continuity.

# Employee Relations & Policy Advisory

- **Policy Frameworks:** Advise on comprehensive policies that adhere to legal requirements and reflect best practices.
- **Employee Relations Consulting:** Provide guidance on fair and consistent disciplinary and grievance procedures.
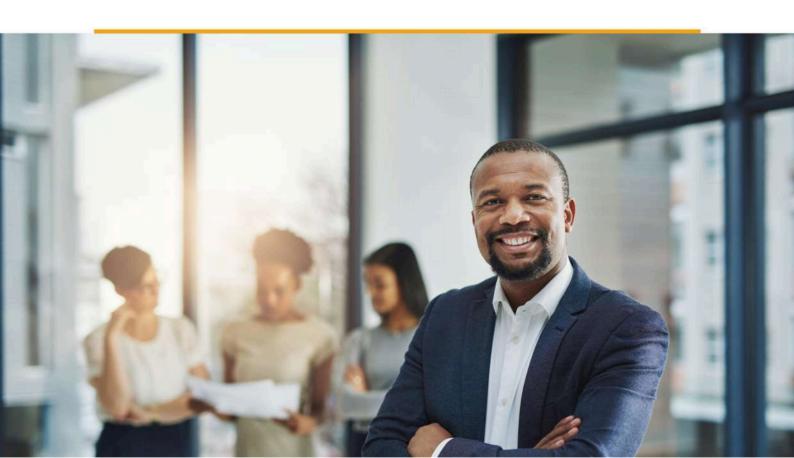
# Psychometric Assessments

- **Valid & Reliable Instruments:** Employ scientifically validated tools that ensure accurate, objective insights into individuals' personalities, abilities, and leadership potential.
- **High-Level Assessments & Leadership Simulations:** Conduct simulations to gauge decision-making, interpersonal skills, and overall leadership capability in realistic scenarios.
- **Customised Recommendations:** Translate assessment results into clear developmental roadmaps, aligning individual growth with organizational objectives.

# Seasoned Professionals with local expertise and a global network

## Why Work with Us?

- **Deep Expertise:** Our team has extensive experience across multiple industries, helping clients achieve lasting change.
- **Personalized Approach:** We design solutions to meet your organization's unique challenges and opportunities.
- **Results-Oriented**: From leadership development to measurable performance improvements and ESG alignment, we focus on concrete outcomes.
- **Sustainable Impact:** You can enhance resilience and competitive advantage by weaving ESG into your human development strategies.
- **Ongoing Support:** We partner with you beyond initial implementation, providing continuous insights and adjustments as your organization evolves.

# Engagement Structure & Retainer Options

- **Monthly Retainer:** Ideal for ongoing strategic guidance, leadership coaching, ESG roadmap development, and culture transformation initiatives.
- **Project-Based:** For organizations seeking short-term interventions (e.g., developing a performance management system, leading a specific ESG or culture-change project).
- **Hybrid:** Combine a baseline retainer with add-on project fees for more extensive or specialized consulting needs.



# What are your next steps?

- **Initial Consultation**

We begin with a discovery session to help you understand your current challenges, ESG goals, and overall business priorities.

- **Customized Proposal**

Based on our initial conversation, we present a strategic plan tailored to your organization's objectives—balancing performance, people, and the planet.

- **Implementation & Support**

Our consultants work closely with your HR officer and leadership team, ensuring sustainable impact and compliance with relevant ESG frameworks.

- **Review & Evolve**

We measure progress and refine strategies to ensure continuous improvement and alignment with your evolving organizational goals.

A flywheel effect emerges when organizations consistently make small, incremental changes in their people strategies, leadership practices, and ESG initiatives. Each positive step amplifies the next, building a powerful momentum that drives progressive impact, benefits society, and strengthens competitive advantage.

**Embrace these opportunities today to foster long-term resilience and transformative growth.**

## About Us

Crowe DNA is a professional accounting, human resource development advisory firm established in 2017.

With offices in the Western Cape and Gauteng, we are able to serve clients in various industries and sectors, both locally and internationally.

We offer Human Development and Financial Management solutions through a collaborative and integrated approach using our carefully selected advisory consulting staff, associates, and specialists.

## Contact Information

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