

# **P E Corporate Services SA (Pty) Ltd**

## **Management Consultants**

### **P E CORPORATE SERVICES - COMPANY PROFILE**

**P E Corporate Services SA (Pty) Ltd**  
**77 Bristol Road Cnr. Oxford Road**  
**Parkwood, 2193**  
**Registration No. 2005/036966/07**  
**Telephone (011) 442-4334**

**[www.pecs.co.za](http://www.pecs.co.za)**

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### About PECS

One of South Africa's most respected management consultancies, P E Corporate Services, (PECS) enjoys a reputation based on a 60 year track record of assisting clients across all sectors of the economy in South Africa, throughout Sub-Saharan Africa and internationally.

PECS provides clients with a portfolio of human resource solutions in areas in which the company enjoys world class expertise.

Areas of core specialisation include:

- all aspects of reward management – from salary and benefits surveys to remuneration advisory services and governance;
- organisation structuring, job design, job evaluation and grading;
- talent assessment and development;
- leadership and behavioural training;
- operations management and skills training.

We are a highly client focussed organisation – our mission is to provide clients with products and solutions that enhance both organisational and individual performance. Our focus is on delivering practical, useable advice at the highest levels of professional quality.

PECS has, for many years, been acknowledged as a thought leader and contributor in the HR field. This has been recognised by various awards (including an award as the top rated HR consultancy in South Africa) and through contributions by PECS' consultants to professional forums and interest groups, and the media.

### Ownership and B-BBEE Status

PECS is a black empowered company, owned by its directors and staff. As a Qualifying Small Enterprise (QSE), PECS has Level 5 Contributor Status in terms of the B-BBEE Codes of Good Practice on Black Economic Empowerment in terms of Section 9 of the B-BBEE Act 46 of 2013. 27,5 per cent of PECS' equity is held by Direng Investment Holdings, a black owned investment company with a board comprising prominent black business executives.

### Consulting Staff and Philosophy

Our consulting staff are versatile professionals with appropriate tertiary level qualifications and many years of experience in the areas in which they specialise.



Our consulting philosophy is driven by three key values:

- **Client Orientation:** attention to clients' needs and expectations, carefully drafted terms of reference and well-managed client-consultant relationships.
- **Professionalism:** high ethical and practice standards based on up to date technology and acknowledged best practice.
- **Business Focus:** objective advice coupled with creative and often unique solutions to problems and opportunities.

### Offices and Professional Relationships

PECS operates nationally throughout South Africa from its head office based in Johannesburg, a regional office in Durban and various associate relationships in other centres.

Joint venture and alliance relationships exist with leading global and local partners. These relationships allow PECS to service clients' multi-disciplinary needs with cutting edge advice across a wide range of geographies.

Major international partners include:

- **Towers Watson**, a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. Through this association, PECS enjoys access to Towers Watson's global remuneration databases and its global grading methodologies. Certain South African remuneration surveys are produced in association with Towers Watson.
- **Ernst and Young Advisory Services**, in conjunction with whom PECS produces in-country remuneration surveys in Sub-Saharan Africa.
- **Center for Leadership Studies, North Carolina, U.S.A.**, developers of the internationally acclaimed Situational Leadership® management development products.
- **Louis Allen and Worldview Academy**, developers of a powerful range of managerial, behavioural, sales and team leadership courses and interventions.

### Clients and Track Record

PECS has worked for more than 5000 organisations in South Africa, Africa and elsewhere in the world. Our clients span public sector, listed and privately owned organisations across every sector of the economy.

**Reference examples and further detail on all of the above information is available on request and on our web site at [www.pecs.co.za](http://www.pecs.co.za)**

