

# Human Capital

- **Preamble**

Whilst the primary focus of the presentation is focus area 4 of Vision 2030, HC is cognizant of the items/outcomes listed in the other focus areas and will endeavour/ensure that appropriate measures are developed as needed to ensure synergy between the areas of the university

## **Vision 2030 Focus Area/Goal 4**

Promote a culture of human-centricity and smart people of integrity, mutual respect, and excellence, who nurture collaboration, and are innovative in support of One Smart CPUT

### Objective 4. 1.

Re-imagine the CPUT workforce performing in a technology-driven and inspired environment, having the appropriate skill sets, attitudes and ability to adjust to the notion of One Smart CPUT

### Objective 4.2.

Create a smart CPUT community that will contribute to a unified CPUT collective and unified identity - known for mutual respect, and a deep appreciation for diversity and issues of transformation.

# Human Capital

## HC Vision

“We are trusted HC partners most recognised for our SMART innovative solutions and service excellence in actively enabling and supporting the broader transformation of CPUT’s People and Leadership aims”

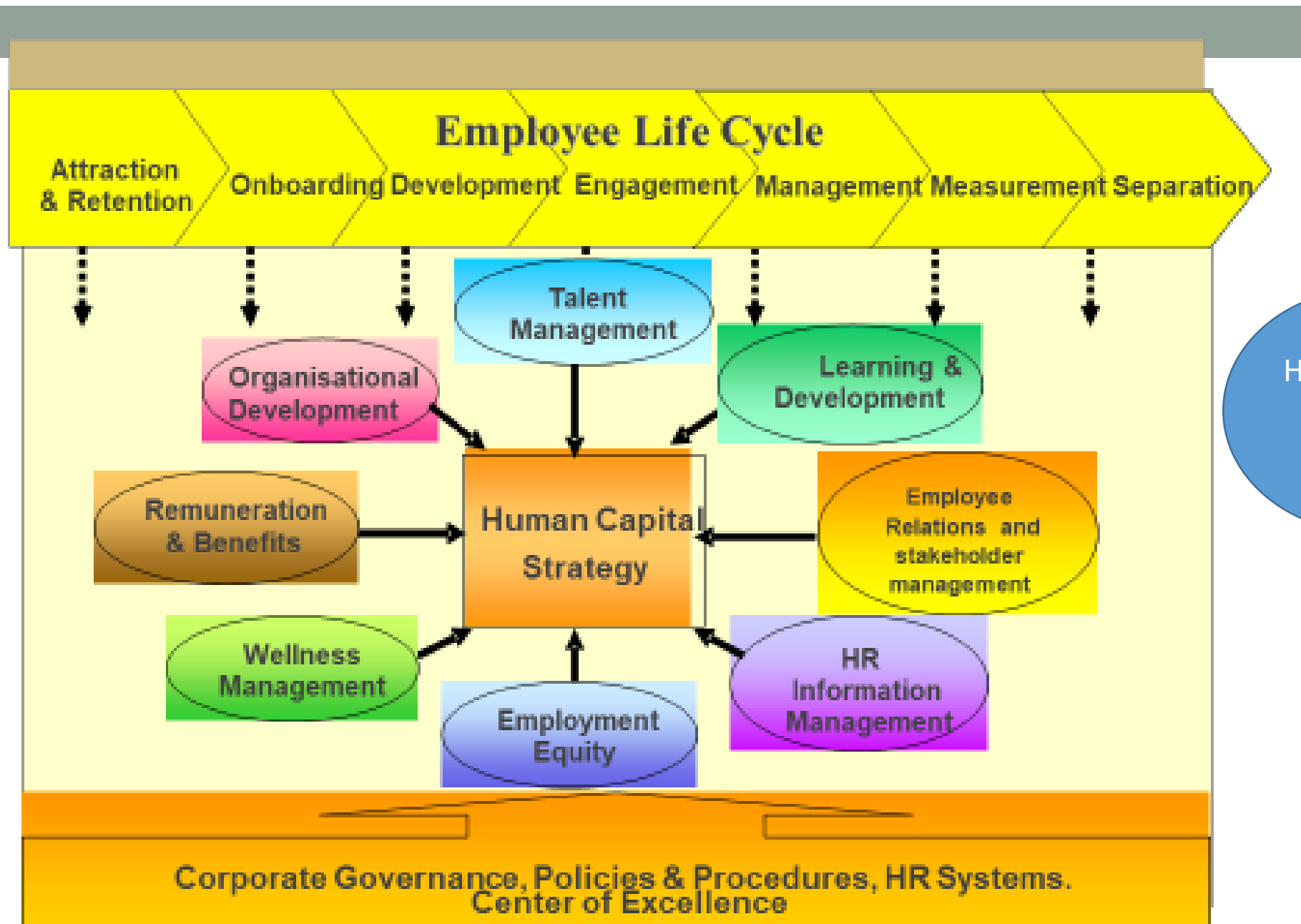
## HC Mission Statement

“To proactively deliver SMART holistic human centric, relevant and effective Human Capital solutions to enable CPUT to achieve its strategic and operational objectives”

# Background of the department

## Human Capital department primary function is:

- Geared towards amongst others, achieving a systematic and holistic alignment of the HC strategy and its underlying functional strategies and practices with the University's Vision 2030 of ONENESS and SMARTNESS.
- Providing SMART strategic and operational support to the University in its endeavour to serve its main clients, the students.
- Playing an active role with regards to smart human capital and talent solutions in all its endeavours.



Holistic View of an Employee

HC Service Delivery model (adapted from Deloitte High-impact HC model)

