

e-Logics[®]

TAILORED SOLUTIONS | TAILORED RESULTS

WE ARE IMPERIAL LOGISTICS

e-Logics

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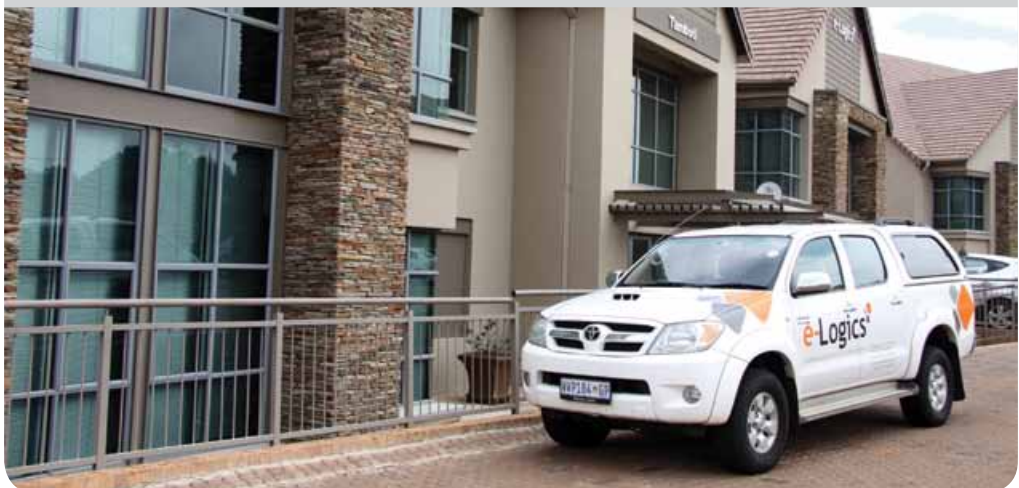


Facts and figures:

Total staff employed (full-time):	83
Ownership:	Privately-owned
Industry sector:	ICT
Geographic footprint:	Countrywide, regional and the USA
Core services/products offered:	Solutions in Supply Chain Collaboration; Asset Performance Management; Compliance & Control; Traceability; Software Development; Enterprise Systems; Hosting & Support Services; and People Performance Improvement
B-BBEE scorecard rating:	Level 3

Outstanding for:

- Massively satisfied customer base
- Innovative product offering
- Highly specialised working environment
- Company is agile in its approach with multi-disciplinary expertise





Some companies thrive because of their products, technology, brand or unique niche in the market place. Not e-Logics. Yes, the company leads the market when it comes to its product offerings and technology. But its people are what set e-Logics apart from the crowd – they are the element that makes the difference. From the moment that one enters the company’s reception, it is highly apparent that the staff don’t only come to work to earn a salary; they are there because they love the company and everything it stands for.

Tailored technology solutions on offer

e-Logics provides customer-centric solutions in business applications and systems integration. Through exceptional domain expertise, world-class technology capabilities and people alignment skills it is a business partner that provides solutions to improve the way in which organisations work. ‘We combine engineering expertise with information technology and system capabilities to offer our clients a comprehensive set of tailored technology solutions and services,’ explains Johann van der Westhuizen, Managing Director. e-Logics is 60% owned by IMPERIAL Logistics, a global leader in logistics and supply chain management.

Impressive credentials

The company was founded as recently as 2001 but, in just over a decade, it has built up an arsenal of technology and huge amounts of professional kudos. It has also established a sound and solid customer base – and these clients are generally utterly delighted with the company. As Jacques Velleman, Business Support Services Executive notes, this is largely thanks to the staff. ‘We are people focused, innovative and agile, we act with integrity, we have a passion for success and we are customer orientated,’ he says.

This is clearly a recipe for success, as revealed by comments from customers. Says Aveng Manufacturing’s Gerald du Rand: ‘The engagement has been very constructive, staff have good skills and they are awesome to work with. We look >>



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Johann van der Westhuizen, Managing Director

forward to continuing our relationship with e-Logics.'

Innovation meets creativity

Creativity is encouraged among employees. For instance, the company recently organised a competition to encourage developers to develop an android mobile timesheet system.

Regular certification courses ensure that the developers remain innovative.

According to van der Westhuizen, the company believes that a minimum of two people are required per project. 'This boosts innovation; they challenge each other with new ideas,' he notes.

'Our people always go the extra mile, not because we ask them. That is just who they are,' adds van der Westhuizen. 'We have one common purpose, and that is to add value in every single customer engagement. You don't do that with ordinary people! We are passionate about quality. Quality results in doing it right the first time. It requires the right processes, but more so the right people.'

Growth is foremost

This is a young and vibey company – the average employee age is a mere 31. And career development is pivotal. As such, e-Logics has

designed a career development framework called e-Evolution to implement, support and sustain employee development. This framework has various facets to it, including a career log, mentoring and coaching programme, educational endorsement programme and professional accreditation system.

A performance review is conducted by the direct manager with all employees on a bi-annual basis. Once a year both the reviews are discussed with the Exco team and a decision is made in terms of whether or not an employee is eligible to be promoted. 'This decision is based on various factors, including, consistency of good performance, personal growth, skills development and behaviour,' explains Velleman.

Training and development needs are identified during the performance reviews. This provides an opportunity for employees to identify needs. Management also continuously identify training needs. Appropriate training institutions are selected if they are registered in SITA, BEE levels, and NQF levels.

The organisation has a flat, project-based organisational structure. 'Therefore, employees work on different projects where their levels of expertise vary. This means that an employee can be a project leader in one project and a

junior developer in the next project,' he adds.

Staff members have access to international opportunities. This is thanks to the fact that e-Logics has established a partnership with a US-based organisation, One Network.

Wanted: quality people

e-Logics focuses on attracting and then retaining top-quality people. 'We want to ensure that we are a preferred employer – people are not attracted purely by money. Job hoppers follow the money and we are not trying to attract job hoppers; we want quality people desiring intellectual stimulation who are interested in growing and learning,' says Velleman.

'Our people have a feeling of belonging. We try to take individual needs into consideration

as far as possible. As a result, our staff members have a sense of loyalty and pride,' Velleman adds.

Performance bonuses are paid twice a year and these are dependent on the performance of both the company and the individual. Staff members qualify for a bonus once they have been with the company for a minimum of six months.

All staff members are eligible for benefits – even contractors. In fact, the package of benefits is so extensive that many contractors actively seek full-time employment at the company.

e-Logics is very supportive of IMPERIAL's drive to uplift young intellectuals so that they can play a role in the leadership of the country as a whole.



'I love the working environment'

'I am responsible for testing, debugging, diagnosing and correcting errors and faults in applications, writing and maintaining code, as well as Oracle and MSSQL database design. What is challenging is that e-Logics constantly searches for new ways of doing things and as a developer, I have to equip myself with the right skills. The type of person who thrives at the company is somebody with a positive attitude toward clients, colleagues and his work; someone who has initiative and is innovative; someone willing to learn new ways of doing things; able to share and transfer knowledge to others; and willing to go that extra mile to produce results beyond expectations.'

**Rodney Sebola, 26, has a B.Sc (IT).
He joined the company in June 2010.**