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Beyond Outsourcing



Company Profile

Beyond Outsourcing is a proudly South African company with eight years of successfully delivering outstanding business performance results to its clients. In 2004, its CEO Suzanne Ravenall was nominated as one of the four finalists for Businesswoman of the Year; as Entrepreneur of the Year, Ernst & Young runner up; Businesswoman of the Year African Investor Awards; as well as Top Leaders in SA three years in a row. The company has continually remained in the Best Companies to Work For; Most Promising Companies (2003/4/5), and this year with highly professional staff, is a fast growing and exciting enterprise. Firmly positioned within the business transformation outsourcing space, Beyond Outsourcing provides long-term strategic and alliance partnerships of measurable financial value. It works with its clients to transform the operational execution of strategic goals through its generic scalable processes and creative organisational solutions.

Gender Empowerment and CSI

Beyond Outsourcing encourages a view of personnel and business development in the private sector, which is non-racial, non-sexist and non-discriminatory in the most fundamental sense. The company's view is that South Africa's challenge is the positive integration of diversity and the utmost utilisation of the country's variety of talents and aptitudes. A more holistic approach to the work environment is the essence of the Beyond Outsourcing Employer of Choice Strategy (EOC) in that it assists the company in attracting staff that will serve the needs of the business, while ensuring that the employees are more satisfied and productive. Beyond Outsourcing's approach to employee and business development for disadvantaged South Africans must be in accordance with the employees optimal growth and the growth of the company. The company objective is to ensure a working environment where employees have an opportunity to contribute, learn, grow and advance based on merit. In support of this policy, 2006 saw the implementation of a graduate recruitment programme that specifically targeted black females in areas where talent is considerably difficult to obtain.

Wish List

ideal business partners: Business transformation and/or outsourcing companies within the human resources, customer relationship management, and business process outsourcing space, as well as consulting and information technology

ideal client: Large corporates

ideal advertising agency: Espial Consulting

Nature of Organisation

Business sector: Business transformation outsourcing

Description of activities: Through the Beyond Outsourcing group of companies, it provides singular service offerings or full performance improvement solutions through strategic alliances:

- Beyond Delivery (programme management, management consulting, business process re-engineering, change management, business risk and compliance)
- Beyond Technology infrastructure and development services (provision of proprietary software and alliance partner software solutions focused around the HR and CRM space)
- Beyond Managed Services (outsourcing, co-sourcing) through a managed services factory in the areas of:

- Human resources management
- Customer relationship management
- Supply chain management
- Enterprise asset management
- Back office management

Number of employees: +250

Awards: Best Companies to Work For (2003/4/5), Most Promising Companies (2003/5), Leading Managers (2004/5), Top 300 Companies (2003/4/5)

Holding company: Beyond Outsourcing Global Holdings

Gender Empowerment Level

- female shareholders: >50.1%
- female executive directors/senior management: >50.1%
- female staff members: >50.1%

Contact Details

Group CEO	Suzanne Ravenall	Physical address	Kirstenhof, 1 Witkoppen Road, Block B, C & D, Paulshof, Johannesburg
Deputy Group CEO	Jacques Linden	Postal address	PO Box 99, Rivonia 2128
Group Sales Director	Ralph Pecker	Telephone	(+27 11) 258 7200
Group Financial Manager	Anthony Old	Fax	(+27 11) 803 6178
		Website	www.beyondoutsourcing.com



Suzanne Ravenall:
Chief Executive Officer

As the CEO of Beyond Outsourcing, Suzanne Ravenall is responsible for the vision and leadership of Beyond Outsourcing's strategic direction and puts her stamp on the company's values and corporate responsibility. Honesty and integrity are non-negotiable with her. "Brutal honesty has to be a key value of any business wanting to sustain success," she says, "..... asking the right questions of your own business and sometimes those that people don't want to hear is critical". Ravenall sees herself as a democratic leader and focuses on empowering staff. She is also a patron for Nkosi's Haven.



**THE TOP WOMEN IN BUSINESS AND GOVERNMENT ANNUAL AWARDS EVENING
AND CONFERENCE 2005**

Date: 10 & 11 August 2004
Venue: Johannesburg, Gauteng

TOP WOMEN IN BUSINESS & GOVERNMENT CONGRATULATES YOU!

Dear Suzanne Ravenall



Top Companies Publishing and Top Women in Business and Government proudly congratulate IDCS on being nominated for the "Top Women –Owned Company of the Year" in the 2005 Top Women in Business & Government annual awards.

Your name, along with the other nominees in the various categories has been sent to our distinguished panel of judges who will make the final decision within the month of June.

The Top Women in Business and Government Awards recognise and reward South Africa's top women, companies, organisations and government departments that stand as leaders in the gender empowerment initiative.

It is through you and others like you that South Africans can find inspiration for what is achievable, as you provide a benchmark for best practice regarding the role of women in positions of leadership, decision-making and executive control. More and more we recognise that women provide invaluable business acumen in both the public and private sector and stand as intellectual and wealth-generating assets across all sectors and industries in our country.

The awards to be presented are:

1. Top Businesswoman of the Year (To be announced on the night from Category 6)
2. Top Woman in Government of the Year (To be announced on the night from Category 7)
3. Top Female Entrepreneur of the Year
4. Top Young Achiever in Government
5. Top Success Story
6. Top 4 Women in Business Personalities of the Year
7. Top 4 Women in Government & Government Agencies
8. Top Woman-Owned Company of the Year
9. Top Emerging Woman-Owned Company of the Year
10. Top 5 Companies that Promote Women
11. Top Gender-CSI Company of the Year **new category**
12. Top Company to Work for as a Woman **new category**
13. Top Female Leader of Tomorrow **new categor*

Please contact Joint-Publisher Ilse Fourie ilse.fourie@businesswomen.co.za on 021 4216636 for more information.

We wish you the best of luck during the qualifying process. Once again, to your company, team and yourself: sincere congratulations on this prestigious selection!

Yours sincerely,

Richard Fletcher

