



Building workforce readiness

You're driving strategy, growth, and progress.
Your people get you there. Are they ready?

We help organisations build workforce readiness through **world-class Talent Development, Talent Technology, and Talent Advisory** solutions. When your people are ready, performance follows.



What if the biggest risk to your business... is your workforce readiness?

Constant change demands that your people adapt again and again – without burning out. But four gaps hold your organisation back. Closing them builds workforce readiness – and unlocks clarity, energy, and impact.

WORKFORCE READINESS

**Skills
Gap**

Skills that power today.
Capabilities that
shape tomorrow.

**Inspiration
Gap**

Inspiration turns
effort into impact.

**Visibility
Gap**

See your workforce clearly.
Move your strategy faster.

**Agility
Gap**

When your people flex,
your strategy flows.

Workforce Readiness Model™ LRMG (Pty) Ltd.

Readiness isn't the end goal — it's the beginning of something powerful!



SKILLS GAP



Skills that power today. Capabilities that shape tomorrow.

When you build the right skills into your workforce, you unlock performance and enable transformation. It's not just about upskilling and reskilling – it's about future-proofing capability to meet what's coming next.

What it looks like when you close the skills gap...

- Your learning efforts support real business goals
- Your people build the right skills, faster
- Learning becomes part of everyday work
- You know exactly where skills are strong – and where to grow
- Your people see clear, flexible paths to progress



INSPIRATION GAP



Inspiration turns effort into impact.

When your people feel inspired, they don't just show up – they bring energy, belief, and commitment. That's when engagement rises, culture gets stronger, and individual effort drives collective success. Inspiration connects people to what matters – and that's when they feel they belong, perform, and thrive.

What it looks like when you close the inspiration gap...

- Your teams are energised and performing at their best
- New ideas come faster — and people run with them
- Morale is strong and culture feels positive
- Your people know why their work matters
- There's a real sense of belief, connection, and belonging
- Everyone's on the same page about what matters most



VISIBILITY GAP



See your workforce clearly. Move your strategy faster.

When your systems, skills, and processes are aligned – and your technology is integrated – visibility follows. You get the data you need to see clearly, plan confidently, and unlock the full potential of your workforce.

What it looks like when you close the visibility gap...

- You use dynamic technology and real-time data to move faster, think further and make smarter decisions
- Your talent decisions are based on facts, not guesswork
- You hire the right people and transfer institutional and tacit knowledge before it's lost
- Your people strategy and business goals work hand in hand
- You can spot risks and opportunities before they hit
- Technology is integrated and strategic — an accelerator, not barrier



AGILITY GAP



When your people flex, your strategy flows.

In agile organisations like yours, change drives momentum — not disruption. Your people move with purpose. Your structures flex with ease. Decisions happen faster. Talent moves where it's needed. And your business is ready to adapt, innovate, and grow.

What it looks like when you close the agility gap...

- You move people quickly when priorities change
- Teams shift and flex to meet business needs
- Decisions are made fast — by the right people
- Roles are flexible and built around skills, not titles
- Your people can grow and move across the business
- Structures support speed, not slow things down
- Everyone's ready for change — and skilled for it





Close the gaps. Unlock high performance.

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The High-Performance Golden Circle

The High-Performance Golden Circle is what becomes possible, once you start closing the four gaps. When you close the skills, inspiration, visibility and agility gaps, you create the conditions for people to say: **"I can grow here. I can perform here. I can collaborate for impact here. I belong here."**

We help you select the right performance ingredients and build behavioural habits to establish a culture code of sustainable growth... helping your workforce feel connected, enabled, and **READY TO THRIVE!**





With the right solutions, your people rise – ignited and ready to grow –
and your business moves forward, faster.

**Let's work together to make progress on your
workforce readiness journey!**



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