

Imperial Group

Imperial Group is a diversified multinational industrial and retail group with activities spanning logistics, car rental, vehicle retailing and associated products and services.



Because it operates across such a broad scope – with businesses in the logistics, car rental and tourism and vehicle retailing industries – the Imperial Group boasts a unique structure. Management within the group is decentralised, and each business is expected to function as a separate profit unit whilst embracing entrepreneurship, innovation and industry best practice. This is the ethos which drives our profitability and shareholder value, and students who grasp this have a better chance of succeeding within our group.

Students with experience in the fields of business management, accounting, logistics and industrial engineering are usually better equipped for our particular businesses. Any part-time experience in our various areas of operation, including logistics, motor retail, insurance and car rental, will work to candidates' advantage.

The type of people who flourish at Imperial have an entrepreneurial orientation which upholds our group values. For instance, our leadership style is characterised by a sense of dynamism, entrepreneurialism and innovation, and these



qualities have contributed significantly to our ability to create sustainable, market-leading business. We also place value on calculated risk-taking for high returns within a prudent risk management framework. We maintain integrity, transparency and sound corporate governance, and display quality in all we do. Our final value is an accent on recognising and utilising people as our competitive advantage.

Other traits which help people shine in our environment are the ability to take responsibility, show accountability and act in a manner that is self-directed. Robust individuals who succeed within the group are people who see themselves as emotionally attached to the Imperial brand. They accept responsibility and view Imperial as a vehicle to help them achieve their own personal targets.

The importance of these qualities is such that although we recognise the value of formal qualifications, they are not always a requirement in order to be appointed to the Imperial Group. Rather, we give preference to those who show courage, business acumen, entrepreneurial qualities and real business experience.



Business Activities:

Logistics, car rental and tourism, insurance, aviation, automotive and related parts, distribution and retailing

Organisational Culture:

The group operates according to a decentralised management structure that actively encourages entrepreneurship and innovation and encourages industry best practice. Our competitive edge is vested in our people, innovative thoughts and our leadership. Our people are the fundamental drivers of our successes.

Graduate Recruitment Contact

Krishnie Govender
kgovender@ih.co.za
+27 (11) 372 6500

www.imperial.co.za



We are IMPERIAL.

www.imperial.co.za

We are a large company, we are a small business. **We are individuals, we are a group.** We are young, we are mature. **We are local, we are international.** We are culturally sensitive, we are diverse. **We are drivers, we are guards.** We are warehousing, we are distribution. **We are financial services, we are insurance.** We are energetic, we are consistent. **We are underwriters, we are life cover.** We are risk analysts, we are warranties. **We are tour operators, we are tour guides.** We are coach tours, we are tourism. **We are food distributors, we are merchandisers.** We are car dealerships, we are auto retailers. **We are motor-bikes, we are valet parking.** We are new cars, we are pre-owned. **We are car insurance, we are business insurance.** We are solutions, we are results. **We are car rental, we are truck rental.** We are insurance replacements, we are bakkie rentals. **We are canopies, we are trailers.** We are caravans, we are motor homes. **We are auto parts, we are spare parts.** We are chauffeur drive, we are charter services.

We are German cars, we are French cars. We are online, we are the internet. **We are partners, we are owners.** We are Japanese cars. **We are Indian cars, we are Italian cars.** We are empowered, we are in touch. **We are over border, we are support services.** We are helicopters, we are airplanes. **We are corporate jets, we are pilots.** We are software, we are hardware. **We are shipping, we are terminal operators.** We are specialised freight, we are bulk. **We are air freight, we are used trucks.** We are Korean cars. **We are disciplined, we are risk-takers.** We are logistics, we are supply chain solutions. **We are barges, we are cranes.** We are timeous, we are committed. **We are waterways, we are ports.** We are movers, we are shapers. **We are risk takers, we are entrepreneurs.** We are many, we are one. **We are IMPERIAL.**



Logistics | Financial Services | Automotive Retail & Distribution | Car rental | Tourism



Kabelo Rabotho:
B.Com. Hons
(UNISA)

The Grad Perspective

Kabelo Rabotho is one of Imperial's dealer principals. 'A motor dealership is a retail outlet where Imperial markets and sells particular brands of vehicles, parts and services to the general public, other traders and business entities. It's important that we meet the expectations of these people, as well as those of the vehicle manufacturers and shareholders,' he explains, adding that within this context, the dealer principal plays a very particular role. 'Often called the DP, the dealer principal manages these outlets. They're responsible for building and managing the business, and making sure that all aspects meet the various expectations of the customers, vehicle manufacturers and shareholders. It is also their job to ensure

that the dealership operates in a manner that is sustainable and profitable.'

Kabelo – who holds a B.Com from Wits and an honours degree from Unisa – is currently employed as dealer principal at the Imperial Toyota Dealership in Parktown, Johannesburg. This dealership consists of new and used car sales departments, as well as two workshops and two parts departments. There is also a secondary dealership in Fordsburg. Kabelo works with an 82-member team, which includes sales staff, technicians, apprentices, administrative staff, drivers and various departmental managers.

'I got my start in the motor industry at Toyota in 1994,' Kabelo recalls. So, why Imperial? 'Although I have had experience at many motor businesses, Imperial has always been a leading company that is well respected and established in the motor vehicle business, both locally and internationally. It offers me the opportunity to achieve my ambitions and aspirations. Added to which, it is a responsible company that cares about its people.'

Kabelo maintains that the group's pronounced entrepreneurial culture is one of its strengths, as this drives people to succeed. 'This is a company that's not scared to take risks,' he asserts. 'There is a strong focus on

performance, and we are very target-oriented. We also keep our sights set on achieving shareholder value, yet never lose sight of the human aspect of the business.' This is borne out by the organisation's accent on training and development.

Apart from these commendable attributes, Kabelo says that there are many other elements that make his job an enjoyable one. 'I love the fact that I have the ability to help my customers realise their dreams. It gives me enormous pleasure to see the smile on a customer's face when I deliver their new car; it's a real "wow". I also enjoy my leadership role.'

Becoming a leader isn't that simple, though, he admits. 'Only learning, hard work and resilience will get you the top jobs. A degree might help you land a position, but it's not going to help you climb the ladder; a qualification does little more than show that you have the ability to learn and understand.'

Kabelo's advice to students hoping to reach the top? 'Remember that entering the corporate world after university is a learning curve. University only equips you with the tools to create your career; it's up to you to use them by gaining an understanding of the business world.'



- Total staff:** 38 000
- Total annual intake grads:** Approximately 65 amongst the group's various divisions and currently 300 on grad specific programmes.
- Average starting salary:** Approximately R160 000 to R210 000 per annum. This varies across divisions and excludes bonuses, which are usually performance related and focus on short- and long-term incentives.
- Male/female staff component:** 76% male; 24% female

Proudly spotlighting SA's Best Employers 2010/11.



Proudly spotlighting SA's Best Employers 2010/11. Every inch of the HR Management of these lauded companies has been researched. Pay & benefits, career opportunities and train-

ing policies were all critically reviewed across a number of companies. Only these companies made it and received the Best Employers quality seal. Curious how they scored?

