

ANNEXURE A LIST OF COMPLETED PROJECTS

List of Completed Projects by 4 Chakras

These are the most relevant projects. The complete list of all projects completed by 4 Chakras is attached in the company profile – attached as an Annexure to this submission.

4 Chakras has 19 years' experience in:

- **Business Process Mapping**
- **Work-study investigations**
- **Standard Operating Procedures**
- **Operational Model and Organisational design**
- **Project management**

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
	Gauteng COGTA	Mr Odwa Chabula – Director HR	+27 71 604 0616	Map all as-is processes. Conduct work study and method study. Make recommendations for improvement. Change management. Project management ✓ Capacity building	Dec 2020	March 2021	4 months	R1,8m
	Dept of Social Development	Mr Bangani Ngeleza – GTAC	++27 82 859 0616	Development of organisation structure Benchmarking Operating model Capacity building	July 2019	Dec 2019	5 months	R500k
	SABS ✓	Mr Lizo Makele	+27 82 887 6369	Organisation Strategy ✓ Operating model ✓ Governance arrangements Process review ✓ SOP review ✓ Organisation structure- Skills Audit Staff transition Change management. Benchmarking Project management ✓ Capacity building	Aug 2020	Dec 2020	4 months	R790K
	Dept of Social Development	Mr Kenny Maluleke	+27 84 880 8118	Strategic Plan and APP Operating model Project management ✓ Capacity building	Nov 2019	Jan 2019	2 months	R500k
	SASSA ✓	Mrs. Totsie Memela	+27 82 901 0038	Strategy ✓ Operating model ✓ Organisation structure Skills Audit Change management. Project management ✓ Policy analysis	Oct 2019 Apr 2020	Feb 2020 July 2020	5 months 4 months	R1m

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					Commencement	End		
				System analysis ✓ SOP review ✓ Capacity building				
	SABC	Mr. Jonathan Thekiso – ED HR	+27 82 997 1765	Strategy review ✓ Operating model review ✓ Development of organisation structure Capacity building	Nov 2018	Jan 2019	2 months	R800k
	Jo'burg Market	Mr. Ayanda Kanana – CEO	+27 82 058 2152	Organisation structure Job profiling Job grading Capacity building	Sept 2018	Dec 2018	3 months	R300k
	NW Provincial Legislature	Mr. O Mosiane – Provincial Secretary	+27 83 407 8288	Strategy Organisation structure Job profiling Job grading Skills Audit Change management. Process review ✓ SOP review ✓ Project management ✓ Capacity building	Aug 2018	Feb 2018	5 months	R1.4m
	National Lotteries Commission	Mrs. Muthutshu Makhani – Manager	+27 72 554 9983	As-is process mapping. ✗ To-be process mapping. ✗ Work study Automation recommendations Project management ✓ Capacity building	Oct 2017	Jan 2018	3 months	R1.5m
	Lesotho Revenue Authority	Ms. Motheba Khuto – Manager OD	+266 5871 0262 / +266 5221 5949	Strategy Organisation structure Job profiles Job grading Process optimisation SOP review ✓ Change management. ✓ Project management ✓ Capacity building	Sept 2017	May 2018	8 months	R2.7m
	Pikitup	Mr. Bheki Shongwe – Board Chairperson	+27 82 550 6956	Operating model ✓ Organisation structure Process mapping ✓ Work study and capacity model review SOP review ✓ Job profiling Change Management ✓ Project management ✓ Benchmarking Capacity building	Aug 2017	Feb 2018	5 months	R2m
	South African Council for Social Service	Mrs Langi Malamba - Registrar	+27 73 143 2779	Strategy and implementation plan for SACSSP Capacity building	Sept 2016	Oct 2016	1 month	R80k

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
	Professionals							
	Women's Development Banking	Mrs. Totsie Memela - CEO	+27 82 901 0038	Strategy Governance Operating model ✓ Process review ✓ Project management ✓ Capacity building	Feb 2016	Feb 2017	12 months	R1m
	Central Bank of Lesotho – HR Division	Mrs. Mateboho Morojele – Director Admin and HR	26 659 597 500	Strategy ✓ Operating model ✓ Process mapping as-is and to-be. ✓ SOP review ✓ Change management. Policies and procedures Skills Audit Job profiling Salary benchmarking Project management ✓ Capacity building	Dec 2015	June 2016	6 months	R1.5m
	Lesotho Revenue Authority ✓	Mrs. Puseletso Mokorotlo – SMF Project Manager	+266 6272 7180	Strategic Management Framework Process optimisation Policy review Implementation planning Change management. Project management ✓ Capacity building	Nov 2013	April 2015	16 months	R5.2m
	OR Tambo District Municipality	Mrs Pax Dunywa – Director Corporate Services	+27 82 515 1830	Job profiling Job evaluation Change management. Project management Capacity building	Dec 2015	July 2016	7 months	R4.4m
	Lesotho Revenue Authority	Ms. Motheba Khuto – Manager Organisational Development – Human Resources	+266 5871 0262 / +266 5221 5949	Development of Change Management Methodology and Toolkit for LRA Project management ✓	March 2015	June 2015	3 months	R1m
	ApexHi	Mrs Deepa Patel – ApexHi Programme Manager	+27 71 590 7397	Tshikululu - Capacity Building of 14 NGOs across SA. Capacity building	January 2014	Feb 2015	12 months	R1.5m
	Health and Welfare SETA	Mr Sikumbuzo Gabashe – Senior Manager	+ 27 11 607 6900	Development of Strategy Capacity building	Nov 2013	June 2014	7 months	R120k

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
	UNODC / National Department of Social Development	Mrs Agnes Muller – Chief Director	+27 12 312 7586	Development of National Victim Empowerment Strategy and model for the DSD Project management ✓ Change management. Capacity building	March 2013	June 2013	3 months	R500k
	Gauteng Provincial Legislature	Mr Peter Skosana - Provincial Secretary	+27 11 498 5969	Reviewed and revised all policies. Reviewed SOPs ✓ Project management ✓ Change management. Capacity building	March 2013	Aug 2013	5 months	R403k
	Gauteng Provincial Legislature	Mrs Jamela Robertson - Manager in the Office of the ED Core	+27 11 498 5969	Mapped all as-is processes. ✓ Mapped to-be processes. ✓ Developed SoPs Development of Procedure Manual for Core Business Project management ✓ Capacity building	June 2012	May 2013	10 months	R1m
	Gauteng Provincial Legislature	Mr Hlanganani Ngobeni - Manager CSU	+27 11 498 5969	PP Strategy Process mapping ✗ Operating model Organisation structure Job profiling Implementation planning Change management. Project management Capacity building	July 2012	Feb 2013	8 months	R2.2m
	Gauteng Provincial Legislature	Mr Peter Skosana - Provincial Secretary	+27 11 498 5969	Strategy ✓ Operating model ✓ Process mapping as-is and to-be. ✗ Organisation structure ✓ Policy development Benchmarking Change management. Systems review. ✓ Model for public participation Oversight model implementation Project management ✓ Capacity building	Aug 2008	May 2013	40 months	R4.5m
TOTAL CONTRACTS VALUE								APPROX R40m

4 Chakras Reference Letters

Reference letters for the abovementioned projects are attached as an Annexure.