

DEMONSTRATED DEVELOPMENT OF OPERATING MODEL, ORGANISATION STRUCTURE, STAFF CAPACITY AND SKILLS AUDIT

We have extracted the justification for this section from the tables of projects above. The underlined items demonstrate our capability in developing operating models, organisation structures, staff capacity and conducting skills audits.

No	Name of company	Size of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period
						Commencement	End	
	SASSA	10000	Mrs. Totsie Memela	+27 82 901 0038	<u>Reviewed all job descriptions.</u> <u>Developed the competency framework for the Executive and General Manager levels</u> <u>Customised the skills audit tool and process.</u> <u>Piloted the skills audit tool and process.</u> <u>Administered the skills audit tool and collated the feedback.</u> <u>Write the skills Audit Report and present to the client.</u>	April 2021	July 2020	3 months
	SASSA	10000	Mrs. Totsie Memela	+27 82 901 0038	Strategy ✓ <u>Operating model</u> ✓ <u>Organisation structure</u> ✓ Change management. ✓ Project management ✓ Policy analysis ✓ System analysis ✓ SOP review ✓ <u>Capacity building</u> ✓	Oct 2019	Feb 2020	5 months
	NHFC	200	Mr Cleophus Makola – GM Human Resources	+27 11 644 9836	<u>Reviewed the business case.</u> <u>Reviewed the strategy.</u> <u>Reviewed the organisation structure.</u> <u>Developed the competency framework.</u> <u>Conducted skills audit on all employees.</u> <u>Developed T&D Plan for the organisation given the skills gaps.</u> Developed Change Management Plan Implemented Change Management Plan	June 2019	Aug 2019	3 months

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	Dept of Social Development	1000	Mr Bangani Ngeleza – GTAC	++27 82 859 0616	Development of <u>organisation structure</u> ✖ Benchmarking <u>Operating model</u> ✓	July 2019	Dec 2019	5 months
	SABC	6500	Mr. Jonathan Thekiso – ED HR	+27 82 997 1765	Strategy review <u>Operating model review</u> ✓ <u>Development of organisation structure</u> ✖ <u>Capacity building</u>	Nov 2018	Jan 2019	2 months
	Pikitup	4300	Mr. Bheki Shongwe – Board Chairperson	+27 82 550 6956	<u>Operating model</u> ✓ <u>Organisation structure</u> ✖ Process mapping Work study and capacity model review SOP review ✓ Job profiling Change Management Project management Benchmarking	Aug 2017	Feb 2018	5 months
	OR Tambo District Municipality	4500	Mrs Pax Dunywa – Director Corporate Services	+27 82 515 1830	<u>Job profiling</u> <u>Job evaluation</u> <u>Change management.</u> Project management	Dec 2015	July 2016	7 months
	ACSA (Airports Company South Africa)	3 500	Thabile Mathe Head of Strategy Airports Company South Africa	Tel: 011 409 3979 Cell: 062 015 6331 Email: thabile.mathe@airports.co.za	<u>Operating Model</u> ✓ <u>Capability Model</u> <u>Organisational Structure</u> <u>Governance Framework</u> <u>Benchmarking</u> <u>Change Management</u> <u>Project Management</u>	Sept 2020	Dec 2020	2 months
	Vodacom	6 000	Desiree Hayes Executive Head: Cust. Experience	+27 11 546 1892 +27 82 4496759	<u>Customer Services Culture</u> <u>Employee Engagement</u> <u>Change Management</u> <u>Online Quiz Programme</u> <u>Communication & Awareness</u> <u>Change Management</u> <u>Project Management</u> ✖	Mar 2013	Dec 2014	2 years
	South African	11 000 (with	Nivy Moodley	011 978 3084	<u>Customer Services Culture & Values</u> <u>Change Management</u>	2012	2014	3 years

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	Airways 2012-2014 (Classroom)	international delivery)	HOD Learning and Development SAA	NivyMoodley@flysaa.com	Accredited Customer Services Training Programme programmes for 10 high touch points Trainer Training Coaching ROI Project Management ✱ Quality Assurance			
	Hollard	2 350	Shaun Clunie: Head of People HPS	Tel: 083 252 7302	Learning & Talent Management (12 million budget) Change Management Performance Management Coaching Insurance Compliance Training – partnering with the Hollard Academy.	June 2016	Sept 2018	2 years
	Stats SA	2614	Mr. Lawrence L Modise	+271240 63420	Specialised Consulting Services Mobile and web-based application Operations GIF updates and demarcation. Imagery Services Geospatial data management and quality assurance Vector dataset acquisition	Dec 2019	Dec 2025	4 Years
	M4JAM	250	Devin Govindasamy	+27 83 640 5224	Operational Optimisation Data Analytics	Oct 2020	April 2021	6 months
	VCIT	1400	P. Minesh	082 997 4805	Professional Consulting ICT Strategies ✓ Big Data Analytics Resource Management	Sep 2019	Aug 2020	1 Year
	SNG	1300	Sithabile Zungu	+27 833 76 1978	ICT Strategies Operational Optimisation	Aug 2019	Jan 2021	17 months
	Africado	800	Mr. MJS Mabuza	+27 82 6122011	Consulting Services – Data Analysis	June 2019	Aug 2019	2 months
	JLA	1600	BL Drotsky	012 030 0345	Operational Optimisation Digital Transformation	April 2018	Oct 2018	6 months