



NONDZABA
c o n s u l t i n g

COMPANY PROFILE



INTRODUCTION



Established in 2015, Nondzaba Consulting (Pty) Ltd is a 100% black owned boutique management consulting firm providing high quality service and advice to organizations and individuals who value their development and long-term sustainability of their businesses. In this dynamic environment both public and private institutions do need a high quality independent advisory service so as to continue to be relevant to the needs of their clients.



MISSION STATEMENT

Our mission is to enhance the potential of forward looking individuals and organizations to realize their objectives through provision of value adding advisory services

VALUES



At Nondzaba Consulting we strive to provide the highest level of **customer-service** with the utmost **honesty** possible in our advice and deliver high **quality** service while observing highest levels of **integrity**.





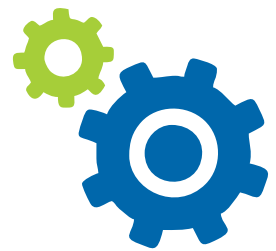
OUR SERVICES

Nondzaba Consulting offers business solutions in five broad areas as indicated below:

1. Personal Leadership Development

Our focus is on the development of an individual to reach their potential and contribute to organisational growth. Our firm belief is that every person has the ability to lead in whatever area they operate, and all they need is the willingness to change, hence we subscribe to the Intentional Change Theory of leadership development. Here are some of the services we offer in this field.

- Personal Leadership Development Seminars
- Motivational Sessions/Talks
- Keynote Speaker
- Coaching & Mentoring
- Strategic Decision-Making



2. Strategy Development & Execution

Strategy is the backbone of any organisation or initiative, and this is our speciality. We assist organisations with the process of developing the strategy as well as its execution as well as alignment of processes.

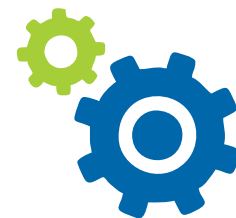
- Facilitate Strategic Planning Sessions
- Development of Strategic Plans
- Strategic Alignment & Execution
- Development of Operational Plans or Annual Performance Plans

3. Change Management & Negotiations

Our view is that thriving organisations are those that are able to adapt to and embrace change. We assist the organisation in the process of conceptualising their change initiatives all the way to the execution of the change initiative. In this area we assist our clients with the following:

- Identifying the Change initiative
- Undertake the Change Management process
- Managing Negotiations





4. Monitoring & Evaluation (M&E)

High performing organisations are those that undertake continuous monitoring and evaluation processes. We are of the firm view that a continuous assessment of the performance of your programmes is key in determining success. We assist organisations to embrace the notion of 'going forward looking backwards' in order to ensure that they learn from their current and past programmes so as to ensure better implementation of future ones. In this area we provide the following services:

- Development of M&E Policies, Frameworks & Guidelines
- Development of M&E Systems
- Conduct M&E Studies
- Facilitate M&E Workshops and Seminars

5. Environmental Management

Given the evolving legislation on environmental management, most organizations always need the necessary support and expertise to help them comply for the benefit of future generations. In this area Nondzaba Consulting provides the following services:

- Environmental Impact Assessments
- Integrated Waste Management
- Conservation Management Services





ABOUT THE FOUNDER & CHIEF EXECUTIVE OFFICER

Gcinumzi Qotywa is the Founder and Chief Executive Officer of Nondzaba Consulting. In his 23 - year long career, Gcinumzi has been involved and led in the facilitation, development and execution of strategies for a variety of organizations. He has held leadership positions in various institutions including being a CEO of the Buffalo City Metropolitan Development Agency (BCMDA), Chief Director in the Department of Environmental Affairs (DEA), as well as being an Evaluation Specialist at the Development Bank of Southern Africa (DBSA), among others.



In these organizations and others, Gcinumzi has led and motivated teams of various sizes and when the time for the new challenge came, he left behind very cohesive and purposeful teams.

As a facilitator and motivational speaker, Gcinumzi also facilitated and presented in leadership seminars on a variety of topics including Personal Leadership Development, Leading Without a Title, Time Management, Emotional Intelligence, Principles of Persuasion, Retention & Career Development, etc. Gcinumzi is also passionate about Corporate Governance and in this regard he currently serves as a Non-Executive Director and Chairperson of the Joe Gqabi Economic Development Agency (Jogeda), Non-Executive Director of Mayibuye Transport Corporation (MTC), as well as the Chairperson of the King Sabata Dalindyebo TVET College.

In terms of qualifications, Gcinumzi is a Certified Director from the Institute of Directors Southern Africa (IoDSA). Furthermore, he holds a Master of Business Administration (MBA) degree from the Gordon Institute of Business Science (GIBS), University of Pretoria as well as a Master of Arts (MA) in Environment & Society from the same University of Pretoria. Prior to that, he had accomplished a BA (Hons) in Environmental Studies and a BA (Education) both from the University of Transkei.

He has also completed a seven months Programme for Leadership Development (PLD) from the Harvard Business School, US, as well as two short courses i.e. Changing the Game: Negotiation and Competitive Decision-Making as well as Strategy: Building and Sustaining Competitive Advantage from the same Harvard Business School. Gcinumzi also completed an International Programme on Development Evaluation Training (IPDET) from the Carleton University (in collaboration with the World Bank).





SOME OF OUR CLIENTS



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA



agriculture, forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA



**City of
Ekurhuleni**



NDLAMBE MUNICIPALITY



HDA
HOUSING DEVELOPMENT AGENCY



iSimangaliso
Wetland Park



CHRIS HANI
DISTRICT MUNICIPALITY



Environmental Consultant (Pty) Ltd



competition commission
south africa

Waste Bureau
SOUTH AFRICA

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