COMPANY PROFILE

INTANDA CONSULTING

Innovative Ideas for Innovative future

Business name	:	Intanda Consulting CC
Company registration number:		2009/122988/23
Tax reference number	:	9223/606/17/0
VAT number	:	3570/184/14/7
Email	:	mbongeni@intanda.co.za
Physical address	:	185 Lavender street, Boardwalk villas, Pretoria, 001

Profile outline

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VISION / MISSION

VISION

- Our long term vision is to enhance the community, where we strive to be the partnering solution provider on complex soft issues faced by organization in the dynamic changing world.
- Our vision is for a healthy, compassionate, vibrant South Africa.

WHO ARE WE

Intanda Consulting Close Corporation specializes in assisting organizations with:

- Employee Assistance Programs
- Customized Wellness initiatives
- Engagement Programs
- Evaluation and recommendations
- Healthy and Safety Procedures
- Primary and Occupational Healthcare

MISSION

- Our mission is therefore to ensure the Community Benefit Sector has practical tools for accomplishing those visionary ends. We do this work by convening, engaging, mobilizing and supporting the sector, to ensure we all have the means to make South Africa an amazing place.

INTANDA CONSULTING

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About Intanda Cosulting

Intanda is a registered wholly owned South Africans forwarding company providing full EH & W, Human Resources, Logistics services. We are a level 1 BBBEE contributor established in 2009 by an all-African team. The founders are operationally involved in the businessand have between them over 60 years of experience combined. Our unique combination of experience, service, and technology allows us to provide logistics services that offer a high degree of reliability while remaining cost-effective.

The strong growth of Intanda Consulting has been built on a foundation of consistently delivering Health & Safety projects to the highest standards. Intanda Consulting has demonstrated an unbeaten track record for delivering high-quality projects to our world-class clients.

The Intanda Consulting areas of expertise include:

- Financial management and budgeting
- Strategic leadership
- Governance
- Organizational Development
- General management
- Human Resources Management
- Performance management
- Labour Law
- Project management
- Labour Relations Management
- EH & W Programmes initiatives

Project Management Profile

Account Management & Financial Oversight

- **Budgeting and Financial Management:** Overseeing the financial management of accounts, ensuring that projects and services related to health, wellness, and employee assistance were delivered within budget. My role involves tracking spending, forecasting costs, and reporting on financial performance.
- **Client Liaison and Relationship Management**: I serve as the primary point of contact for clients or stakeholders, maintaining strong, collaborative relationships. I ensure that all financial matters, such as invoicing, payments, and service contracts, are handled efficiently and professionally.
- **Contract Negotiation**: I manage and negotiate contracts related to EH&W services and EAP offerings, ensuring they meet both the client's needs and legal requirements.
- **Financial Reporting**: I prepare and present regular financial reports and performance summaries to leadership or clients, demonstrating value and return on investment (ROI) for the services provided.

Project Management

- **Project Planning and Execution:** I lead and manage projects within the EH&W domain, including setting goals, defining scope, scheduling, budgeting, and ensuring deliverables are met within deadlines. This involves applying project management methodologies to effectively plan, execute, and monitor progress.
- **Risk Management**: Assess and manage risks associated with EH&W projects, including potential health, safety, and legal risks. Ensure that proactive measures are in place to mitigate these risks.
- **Cross-functional Collaboration**: I work closely with other departments, such as HR, Legal, and Health & Safety teams, to ensure projects are executed seamlessly and in alignment with organisational goals and regulations.
- **Quality Control and Continuous Improvement:** I ensure that project outcomes meet high-quality standards, identifying areas for improvement and implementing corrective actions as necessary.

Project Management Profile

Expertise in EH&W Environment

- **Knowledge of EH&W Legislation and Prescripts:** I ensure that all activities, projects, and services comply with national and international EH&W regulations, standards, and prescripts. This includes adherence to Constitution of SA (Act 108 of 1996); Rehabilitation, Integration and return to work regulations (COIDA Act 130 of 1993); Employment equity act, (55 of 1998); Employee Wellness policies of DWS (DWS policy on employee health and wellness program); Occupational Health and Safety Act (Act 85 of 1993); National health Act (Act 61 of 2023); Health Professions Act (Act 56 of 1974); Public Finance Management Act; White paper on the rights of persons with disability (2015)
- **Health & Wellness Program Implementation:** Oversee the development and implementation of workplace health and wellness programs that improve employee well-being, reduce absenteeism, and promote a healthy work environment. This includes wellness initiatives such as mental health programs, ergonomics, and stress management.
- **Compliance with EH&W Policies**: Ensure the organisation complies with internal and external policies related to employee health, wellness, and safety. Monitor any legislative changes that might affect service delivery and make necessary adjustments.

EAP Standards and Services Knowledge

- **EAP Service Delivery**: Oversee the implementation and management of Employee Assistance Programs (EAPs), ensuring they align with industry standards and address employee needs effectively. This includes counselling services, crisis intervention, financial support, and resources for mental health and substance abuse.
- **EAP Strategy and Integration**: Integrate EAP services with other wellness initiatives, aligning them with organisational goals such as improving employee productivity, reducing absenteeism, and enhancing workplace morale.
- **Monitoring and Evaluation**: Continuously assess the effectiveness of EAP services, gathering feedback from employees and management, and making improvements based on data and employee needs.

Ability to Operate Under Pressure

- **Crisis Management**: Demonstrate the ability to handle high-pressure situations, such as workplace incidents or health crises, by managing resources effectively and ensuring timely resolution of challenges.
- **Prioritisation and Time Management**: Working efficiently under tight deadlines, juggling multiple priorities, and managing competing demands, particularly during peak periods of project delivery or client requests.
- **Adaptability:** Remaining flexible and responsive to sudden changes or challenges, such as shifting project deadlines, new regulations, or unexpected client needs.

Project Management Profile

Communication and Leadership Skills

- **Strong Written, Oral, and Presentation Skills**: Communicating effectively with internal and external stakeholders, including writing clear reports, delivering presentations to leadership or clients, and managing day-to-day correspondence related to accounts and project updates.
- **Effective Team Leadership**: Leading teams or coordinating with cross-functional teams, providing direction and guidance, while promoting a collaborative work environment. Encouraging teamwork, resolving conflicts, and motivating staff to achieve project goals.
- **Training and Development**: Providing leadership and training to team members, sharing knowledge of EH&W practices, EAP services, and project management techniques. Developing others to ensure they have the skills and knowledge necessary for success.
- **Stakeholder Engagement:** Building and maintaining relationships with key stakeholders (e.g., senior leadership, clients, service providers) and keep them informed of project status, challenges, and successes.

Ethical Leadership

- **Integrity and Accountability**: Leading with a high standard of ethics, ensuring all dealings are transparent, fair, and legally compliant. Upholding confidentiality and trust in managing sensitive information, especially when dealing with employee health and wellness data.
- **Decision-making**: Making sound decisions, even under pressure, by considering both ethical considerations and the business impact. Ensuring that the organisation's health, safety, and wellness strategies align with both legal and moral responsibilities.
- **Advocacy for Employee Well-being:** Advocate for policies and initiatives that prioritize employee health and wellness, recognizing the importance of a healthy workforce in achieving organizational success.

Flexibility in Service Implementation

- **Tailored Service Delivery**: Adapting EH&W services to meet the specific needs of different employee groups or clients, offering flexibility in how services are provided while maintaining high standards.
- **Responsive to Change:** Being open to modifying project strategies and service offerings as needed, whether due to evolving client needs, organizational changes, or regulatory updates.
- **Innovation in Services**: Looking for opportunities to innovate or improve services based on industry trends, new technologies, and employee feedback.

Our Services

Our Services



Training

- Workshops
- Accredited Training
- Non-Accredited Training

OHS

- Integrate OHS into Human Resource Strategic Framework
- Institute appropriate governance structures at both operational and strategic levels

Consulting

- Provide professional Consulting Services to Corporates
- Provide training, labour and Project support across various industries

Logistics

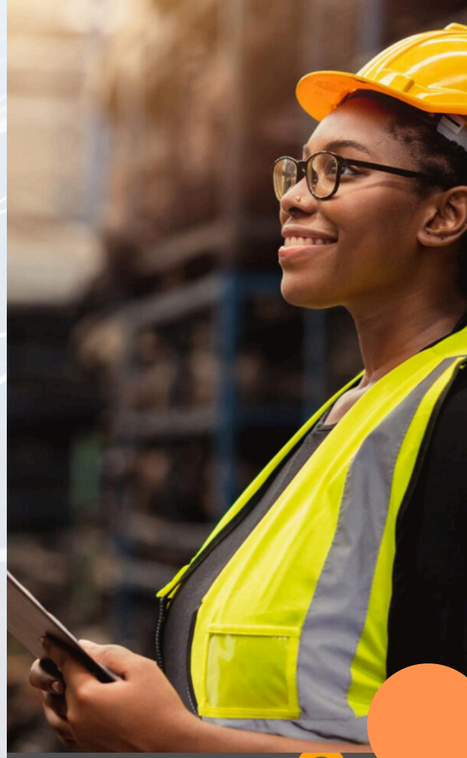
- Less than 24 hours service delivery to areas within KZN
- Truck trips taking place daily between Durban and Pietermaritzburg with 90% safety
- Cargo transported in containers that can be loaded onto flat decks trailers and super links

Value Proposition

Empower customer to build operational efficiencies, support sustainable futures, create flexible solutions and ensure operational excellence always

Key Personnel Professional Profiles

Mbongeni Mathe | Founder & Chief Executive Officer
Location: Pretoria, Gauteng Telephone: 060 577 3033
Email: mbongeni@intanda.co.za
Professional Profile: Mbongeni Mathe



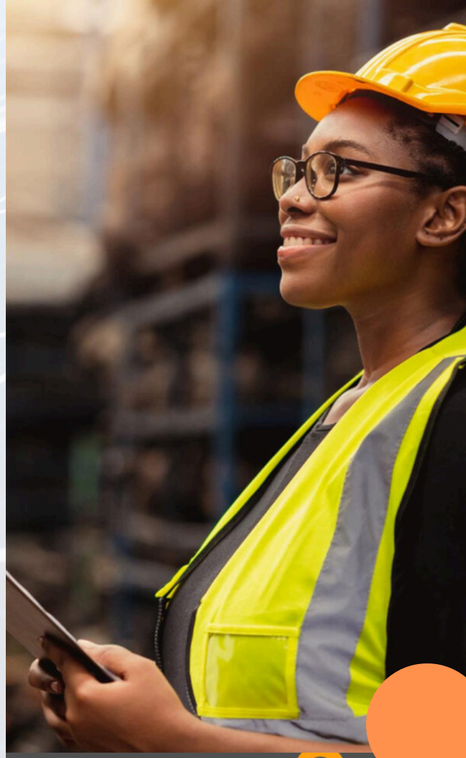
An accomplished Human Resources Executive with proven expertise in policy and procedure, recruitment and hiring practices, personnel development, retention approaches, legal compliance issues, managerial support, union avoidance labour relations and negotiations. Mr. Mathe is highly skilled in Health and Wellness, Organisational Development, Best practices, and Strategic planning. A true entrepreneur at heart, Mbongeni founded Intanda Consulting and it is through this entity that he has gained the know how to lead and direct a growing enterprise. Mbongeni has a great passion for youth development. He spent years in the Office of the KZN premier driving skills development and he has been a Human Resources Director at Harry Gwala District Municipality for more than 10 years. Mbongeni leads with heart, and this makes him an ideal candidate to lead a growing enterprise such as Intanda that can be used as a vehicle to further his passions of Health and Wellness in the workplace. Mbongeni hold Bachelor of Technology Degree in Human Resources Management and Labour related qualifications from several South African Universities.

Health & Safety

Key Personnel Professional Profiles

Lindeni Mola | Finance & Sales
Location: Pretoria, Gauteng Telephone: 071 144 1319
Email: lindeni@intanda.co.za
Professional profile: Lindeni Mola

Ms. Mola has more 20 years banking experience spanning across the different spheres of banking including Corporate and Investment Banking, Retail and Business Banking and Private Banking. Her exposure to the Financial Services industry (Investec, Standard Bank, ABSA and RMB) has given Mola holds a Bachelor of Arts Degree from the Northwest University and has undertaken several professional development programmes throughout her career such as the Foundation Leadership Programme through GIBS, Finance for Non-Finance Managers through Wits Business School and Advance Credit Management through the Standard Bank Global Leadership programme. Ms. Mola the opportunity to develop strong business acumen and to expand her skills and experience in Business Development, Strategy development and Implementation, Finance and Credit Management, Deal Origination, Deal Structuring, People and Stakeholder Management, Sales, and Service Management, and most recently Operations Management. Possessing a number of achievements and on-going successes in establishing new businesses in the government sector, transforming nonperforming organizations into winning organizations, setting and achieving stretching targets within the stipulated timeframes and ensuring that the organizations I lead rank amongst the top of the like. I am now looking to make a continued significant contribution in strategic management roles that require and utilize cutting edge management, governance and leadership skills and abilities



Health & Safety

Key Personnel Professional Profiles

Dr Thandiswa Giwu | Medical Doctor
Location: Pretoria, Gauteng Telephone: 0837520385
Email: tgiwu@yahoo.com
Professional profile: Dr Thandiswa Giwu

A qualified Medical Doctor from University of Cape Town who served in public health sector with clinical, management and operational responsibilities. In clinical medicine her special interest was in emergency medicine and trauma. She also received a post graduate diploma in anaesthesia and spent time in anaesthesia. She ventured into business in 2015 when she founded Siyaphila Sonke Healthcare Group which provides a wide range of medical services including:

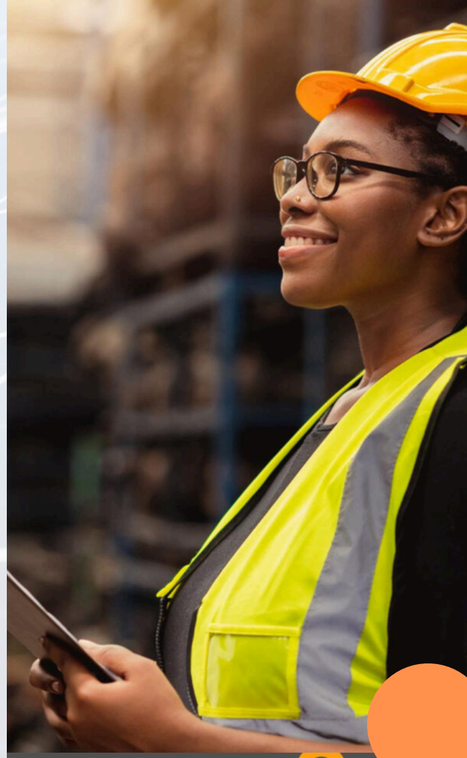
B U S I N E S S

Siyaphila Sonke Healthcare Group services

- Specialist medicolegal services
- Occupational Health Services
- Student Health Services
- South Africa Social Services Agency
- Medical Supplies

E D U C A T I O N & S K I L L S

- An Introduction to Medico Legal Services Short Course - 2018
  SAMLA and UCT Law@Work
- Postgraduate Diploma in Anaesthetics - 2008
  College of Medicine SA
- Bachelor of Medicine and Bachelor of Surgery (MBChB) - 2004
  University of Cape Town



Health & Safety

ENTERPRISE DEVELOPMENT

(Empowering of other Entrepreneurs)

INTANDA

- BBBEE LEVEL1
- BLACK ENTREPENEUR
- TENDERER
- PROJECT LEAD
- MR MONGENI MATHE

NOSA

- INDUSTRY EXPERTS 70 YEARS
- HEALTH AND SAFETY INDUSTRY
- NATIONAL CAPACITY
- ACCREDITED WITH CHIETA/CETA/QCTO

KAIROS COLLEGE

- BBBEE LEVEL 1
- FEMALE OWNED
- BLACK FEMALE
- ACCREDITED WITH CETA/QCTO/SERVICE SETA
- MS CHARLENE ABRAHAMS

UBUNTU EXPRESS

- YOUTH ENTREPRENEUR
- NEW BUSINESS START-UP
- PROJECT MANAGER
- PRINTING/MONITORING
- MR ETHAN JACOBS

CTWLA

- FEMALE ENTREPRENEUR
- BBBEE LEVEL 1
- PROJECT COORDINATOR
- VANUE COORDINATOR
- MS RUTH BOOYSEN

KZN PMB

- FEMALE ENTERPRENEUR
- EVENT MANAGEMENT
- GET A MORDERN

INTANDA CONSULTING

The reason for the level of success enjoyed by Intanda Consultancy is a team dedicated to a progressive organisational culture. The following values therefore guide the business of Intanda Consultancy

INTEGRITY

Working in virtue and a timely manner to ensure that all deliverables are delivered in quality manner and offer customer after sales service.

REPUTATION

We are the results of our actions. We therefore pledge to work and communicate in such a way as to build a favourable reputation.

HONESTY

What we pledge to do we will do.

Meet Our Team



Mr Mbongeni Mathe
CEO



Ms. Lindeni Mola
Finance & Sales



Health & Safety
8 employees



Dr Thandiswa Giwu
Medical Doctor



Thank You.

Registration details:

- Reg No: 2009/122988/23
- www.intanda.co.za

CEO

- MR MBONGENI MATHE
- mbongeni@intanda.co.za

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