

TSINGAMO MANAGEMENT CONSULTANT AND PEOPLE DEVELOPMENT

Company Registration: 2011/009307/07

Services SETA Accreditation No: 12243

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Accredited with Service SETA, Accreditation No: 12243

- 1. National Certificate: New Venture Creation**
- 2. National Certificate: Labour Relations Practice**
- 3. Further Education and Training Certificate: Project Management**

Tsingamo Management Consultant and People Development (Pty) Ltd is a 100% black owned company officially established in 2011.

It was established out of passion for people development and a desire to improve the quality of Education Training and Development (ETD) practice in South Africa.

Our services include Training, Learnership support services, ETQA related services and Skills Development/ SMME Consulting.

Central to the achievement of our long term objectives is ability to efficiently satisfy the needs of clients,

Staff development, implementation of relevant training intervention to meet skills requirements of the industry.

We strive to comply with quality and accreditation standards as stipulated in ETQAs and SAQA.

We also strive to build mutually beneficial relationships with all our stakeholders.

In addition to the extensive industrial experience in human resources management, we have a pool of experts in our faculty specializing in specific areas that serve organizations of numerous industries.

We work together with companies as smart partnership in providing hands-on solutions to help solve day to day business challenges. We believe in a comprehensive approach – becoming a part of our client's business and knowing as much about their operations and challenges as possible. We want to support you in meeting your needs and most importantly achieving your goals in improving bottom line results and to sustain the competitive advantage.

OUR PROFILE

OUR VISION

We envision in DELIVERING SUSTAINABLE HUMAN CAPITAL FOR THE FUTURE

OUR MISSION

The mission of Tsingamo Management Consultant and People Development (Pty) Ltd is to provide quality education, training and development in accordance with the prescribed criteria of the South African skills development strategy.

We strive to have our offerings in the following criteria:

- To offer the market with the best services through research on the industry and market.
- Ensuring that the business has all the right accreditations to give quality training.

BUSINESS OBJECTIVES

- To provide qualifications that would enable learners to gain employment, that would retain new career fields or to upgrade current career skills.
- To provide qualifications and programmes that serves the life long educational needs of the community.
- To provide learners a range of Organisational resources, research facilities and programmes that complements and adds to traditional classroom education.
- To provide a range of academic support services to learners, and specialised support to learners with English as a second language.
- To form strategic alliance and co-operation between Public Organisations and industry.
- To provide long-term employment and upgrade the skills of all dedicated employees.

EXPERTISE

We offer trainings that are tailored to provide solutions to help increase the productivity, performance and profitability of the municipalities, public and private services, manufacturing, transport, banking, trading, hospitality, oil & gas, insurance, banking, property and services related businesses and organisations.

We believe in customizing and developing specific solutions through a collaborative process designed to identify a client's needs, requirements and objectives.

The unique approach combined with the strong faculty of experts, competent trainers and assessors, multilingual facilitators puts our lab in the position to spur the progress of establishment.

Our business focuses on 5 key areas:

- Training & development (SETA accredited programmes and non-accredited)
- Human Resources and Labour Relations Consulting
- Business Re-Engineering & Process Improvement
- Productivity
- Research & Assessment

HUMAN RESOURCES CONSULTATION

Management Consulting Business Unit

1. Organisational Restructuring and Transformation
2. Performance Management System
3. Organisational Policies and Procedures
4. Organisation Culture Change
5. Diversity Awareness Workshops

6. Change Management and Transformation Consulting
7. Business Process Implementation/Redesign
8. Outsourcing of non-core services

Human Resource Consulting Business Unit:

1. Dispute Resolutions and Appeals
2. Human Resources Audits

3. Competency Profiling
4. Human Resources Development Plans
5. Job Profiling
6. Job Analysis / Job Evaluation / Job Grading
7. Legislative and Best Practice Compliance – Labour Laws.
8. Employment Equity Interventions

The Team

Maladze Makhoshi

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Maladze Makhoshi has worked for the following organisations .

Service SETA as an ER Specialist (Employee Relations) on fixed duration contract

Mkwali Consultant as an ER Consultant on limited duration contract

FNB as an Human Resources Business Partner – ER Specialist

Huawei Technologies as a Senior HR Business Partner

MNT South Africa as a HR Business Partner

Engineering and Manufacturing environment (Emerson Energy Power Systems) as Human Resources Officer - Generalist

FSH, Yocar Training and Brain Adams & Ass as a ER/ Human Resources Consulting

Institute of People Development (IPD) as an Internal Assessor

Educational Background

- BA Psychology
- Certificate in Advance Labour Law (Post Graduate studies)
- Post Graduate Diploma in Business Management (Major in Human Resources Management and Strategic Management)
- Diploma in Commercial Law
- Certificate in Disciplinary Enquiries at the Workplace
- Assessor – Level 5

Training Experience

- Chairing disciplinary and grievances hearing
- Conduct performance management/Performance Improvement Plan
- Change management process
- Interviews procedures
- Conducting performance appraisals/review
- Conducting and analysing skills gaps

Policy Development

Maladze's HR and ER experience includes and not limited to the following, developing and review of policies, training line managers on policies, formulating disciplinary charges, chairing disciplinary and appeal disciplinary hearings, representing organisations at CCMA, advice and guide line managers and employees on HR Policies, Process and Procedures, Management of ER process, Salary and Benefits negotiation agreement, Union Recognition agreement etc.

I have been registered as a Constituent Assessor with Services SETA for the following qualifications below which I believe they will be beneficial to industry.

QUALIFICATION ID AND/OR LEARNING PROGRAMME ID	QUALIFICATION TITLE AND/OR LEARNING PROGRAMME TITLE	NQF LEVEL
48641	National Certificate: Labour Relations Practice	5
49076	National Diploma: Organisational Transformation and Change Management	5
48888	National Diploma: Hiring Operations Management	5
48889	Further Education and Training Certificate: Hiring Operations	4
49419	National Diploma: Business Consulting Practice	5
49648	National Certificate: New Venture Creation (SMME)	2
49784	National Diploma: Labour Relations Practice: Dispute Resolution	5
57712 LP 58344	Further Education and Training Certificate: Generic Management : Administration Management	4
57712 LP 74630	Further Education and Training Certificate: Generic Management: General Management	4
58063	Further Education and Training Certificate: Labour Recruitment Services	4
59201 LP 60269	National Certificate: Generic Management: General Management	5
59201 LP 74512	National Certificate: Generic Management: Strategic Management	5
61595 LP 59909	Further Education and Training Certificate: Business Administration Services	4
61755	General Education and Training Certificate: Business Practice	1
66249	Further Education and Training Certificate: New Venture Creation	4
74570	National Certificate: Labour Relations Practice	6
79886	National Certificate: Business Advising	5