

TRANSERA



Welcome to a world designed with you in mind

INTRODUCTION

Executive Summary

The Company : Who Are We?

The Founder : Ms Athi Mbete

Leading the way through DEI

DEI Strategy

THE PROFILE

Our Company Culture & Prestige

The TransEra Approach

Our Service Offering

Our Clients

CONCLUSION

The Value of DEI Beyond
Compliance

The Future at TransEra

Connect with us

Executive Summary

In both the public and private sectors around the world, **diversity, equity, and inclusion** are at the top of many organisations' lists of priorities. In South Africa, where the history of exclusion is still pervasive, DEI is particularly significant. While South African government has taken some steps to address this problem, there hasn't been enough progress, and many organisations still struggle to diversify their workforces.

Although representation has advanced slowly, a few firms are making significant progress. A careful examination of these diversity award winners reveals that advancement requires a methodical, business-led strategy and aggressive, coordinated action on inclusion.

"Today's greatest problem for the entire society is fostering diversity, equality and inclusion. Businesses, and more specifically People development and management, may make a substantial contribution in this area by emphasizing workplace diversity and inclusion policies and practices".

Ms. Athi Mbele, Chief Igniter : TransEra Solutions

TransEra Solutions is an **exclusively** black woman owned business and therefore a major advocate for DEI in the workplace, particularly in the People development and management industry. Whilst there have been strides made to bridge the gap for the lack of DEI talent in the workplace, there is a long way to go before those steps can be seen as significant and until then we will work tirelessly and intentionally at ensuring we continue playing our part in bridging that gap and ultimately becoming DEI pioneers in Africa.



” A disconnect between what the company says and the progress it is making on the ground *can* seriously erode credibility both inside and outside of the organization, and further contribute to a lack of experienced inclusion.”

Ms. Athi Mbete



About us

We are a ***People-Development*** consulting firm that ***focuses on moving individuals and teams from Ordinary to Extraordinary by giving them a new focus, with a highlighted path that will guide them to a culture of winning and optimal performance.*** We understand that people are your most valuable asset, and the future of your organization depends on the capability of your employees at every level. Whether you are a start-up, a scaling business or a large enterprise, you need a capable, confident and insightful workforce to meet and exceed your organizational goals - ensuring that need is met is our area of expertise.



Our values

SERVE • ENRICHMENT • RESILIENCE • WORLD-CLASS • HUMAN-CENTRIC

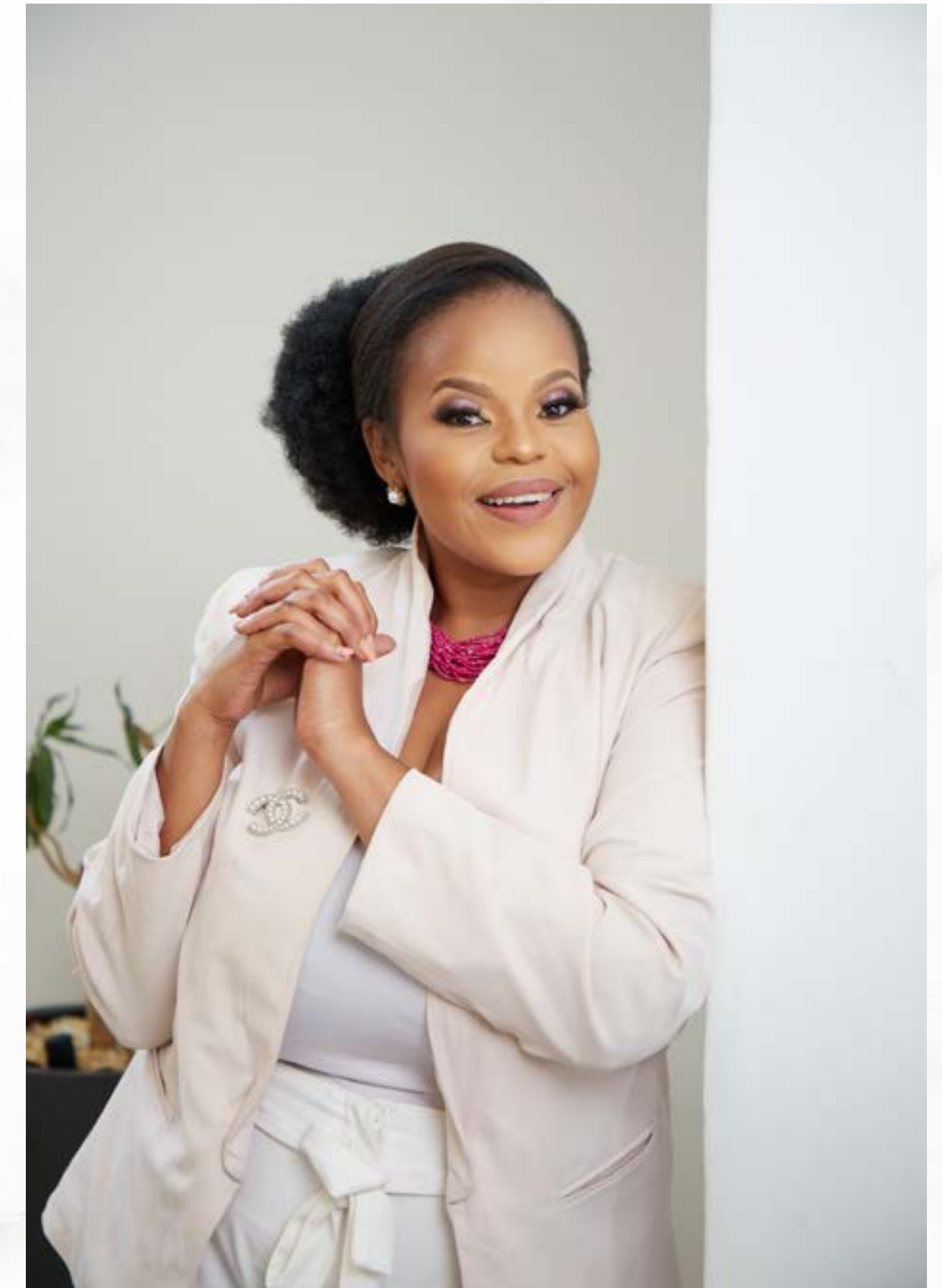
We understand the importance of values to an excellent organisation. Our values provide the frame of reference for the way we work together internally and with our clients and our candidates. Our Values speak to our dedication as a service-driven organisation and these are:

The Founder

It's in midst of darkness that creation takes place, that a seed germinates therefore I had to allow myself, the business, the vision to die in order to resurrect and be reinvented because the old me, the old business model, the old, initial vision had served its purpose therefore I had to reinvent Athi, I had to reinvent the vision and the business model for this burgeoning era bursting at the seams and during this process, a new “baby” which I was pregnant with for a long time was birthed TransEra Solutions; a People-Development consultancy that moves people, teams from ordinary to extraordinary.

It's an approach which treats people as geniuses because we speak to the part of you that already knows this and more so to wake it up and help it come forward in this new dispensation. I am a healer, here to impart and impact people and moreso align people with their respective careers and opportunities. TransEra isn't just an organization; it's a dynamic vehicle for change, a beacon of hope that resonates across borders and cultures. Born from a collective dream of transformation, TransEra transcends geographical boundaries to serve as a catalyst for impactful change. As TransEra surges forward, its influence grows like ripples in a vast ocean. With every endeavor it undertakes, it weaves a tapestry of change, each thread representing a life touched, a barrier broken, and a future reshaped. Its footprints, though still forming, are destined to be imprinted on the sands of time, a testament to its commitment to driving impact.

Today I give my life, my business from a new plateau and I invite you to journey with us at TransEra Solutions”





Inclusive Leadership

The values of inclusion and diversity form the basis of management control. The tick-box mentality that puts the achievement of short-term compliance requirements ahead of commercial value, however, frequently rules the narrative. These don't always represent trade-offs. Viewing transformation through a value beyond compliance lens and recognising DEI as a possible source of competitive advantage is essential to the success of any DEI initiative.

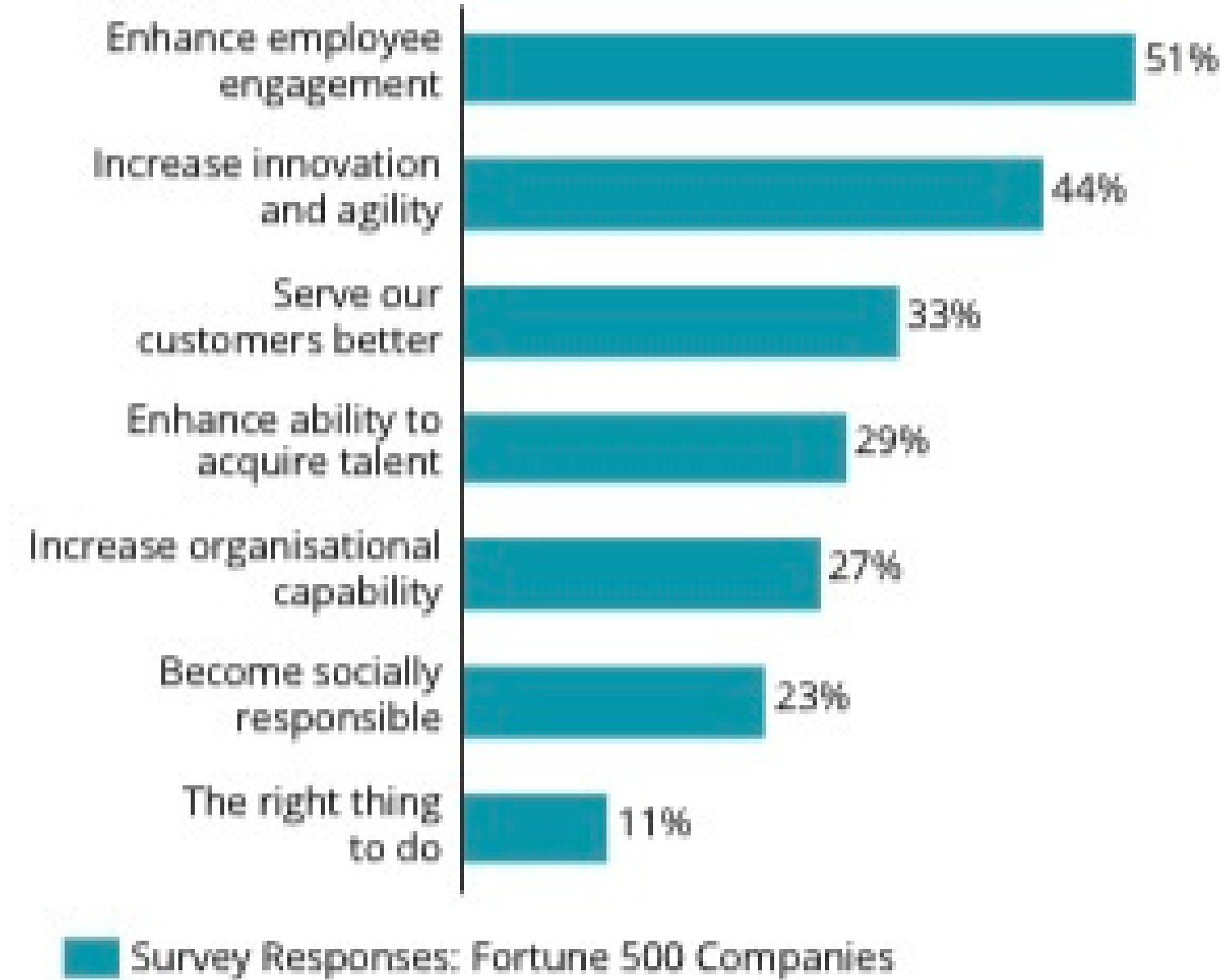
The required culture shift and genuine DEI can be brought about with the correct mindset, leadership, and systematic approach. Understanding the challenges of promoting DEI at work can be made easier with the help of business planning principles. While ensuring an equitable and high-performing workforce that generates greater shareholder value, businesses need to be clear on where they may invest disproportionately to have disproportionate effect.

Why is diversity so challenging to implement if it is good for business? Any workplace DEI program must have committed leadership at the very top to succeed. Without this kind of leadership, good intentions won't get past the planning stage. To reduce the gap between what is said and the actual impact created, CEOs in particular must assume responsibility and impose accountability at all levels. It is never simple to get outcomes; decision-making involves commitment, focus, and solid evidence.

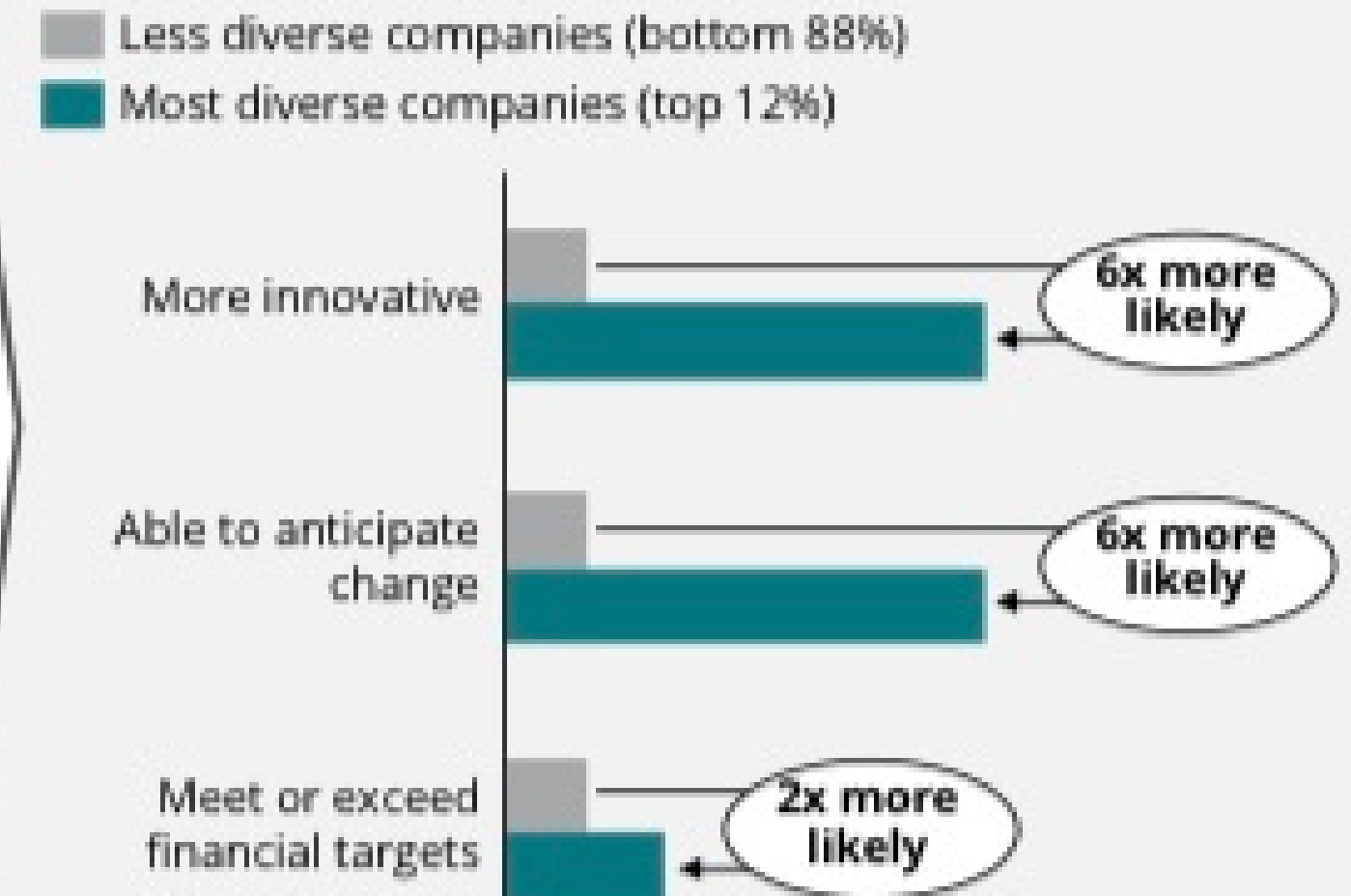
DEI Strategy



Reasons for Creating a Diverse Workplace*



Impacts of a Diverse Workforce*



Make sure varied talent is represented.

This continues to be a crucial inclusionary factor. The advancement of diverse talent into executive, managerial, technical, and board positions should be a company's top priority. They should be careful about which types of multivariate diversity to highlight (for instance, expanding beyond gender and ethnicity), and they should make sure that there is a strong, unique business-driven case for DEI that is widely supported. Additionally, they must establish the proper data-driven goals for the representation of varied talent.

Boost DEI leadership accountability and capacity.

Beyond their HR divisions or the heads of employee resource groups, companies should put their core business executives and managers at the center of their DEI efforts. Additionally, they must more firmly uphold inclusive leadership skills among both their managers and executives.

Promoting equality of opportunity

justice and openness. In order to achieve true meritocracy, businesses must make sure that everyone has an equal opportunity for progress. Businesses can use analytics tools to increase visibility into how open and equitable their compensation and promotion procedures are. They should seek to meet diversity goals across long-term workforce strategies and de-bias these processes.

Encourage transparency and address micro-aggressions.

Companies should have a zero-tolerance policy against discriminatory behaviour, such as harassment and bullying, and aggressively train managers and employees to recognise and respond to micro-aggressions. Norms for what defines open and inviting behaviour should also be established, and leaders and staff members should evaluate one another's lifestyles.

Our Culture

It takes great people to do great work. We continue to build a home for curious minds. TransEra Solutions has an entrepreneurial culture that allows its employees to follow their passions whether that is to grow a business line, lead an internal initiative or gain more project responsibility.

Where there is a will, there is a way and people at TransEra have amazing opportunities to expand their experience. Inspiring and Collaborative (Unleashing leaders). The members of our team including our Training Partner experts have brought substantial expertise into the business.



The TransEra Approach

We believe that companies are different whether small or big, therefore why should solutions be the same? Therefore, we take the time to understand what our clients' people-development needs are and design solutions to fit their specific need.

But we do not stop there. We're always thinking about the future . We solve the problems of today and pave the way for long-term growth and efficiency.

We work collaboratively with our clients from developing a vision and strategy that sets your direction, to engaging your staff in implementing practical changes that really make a difference to your business. As we work together, we also transfer our skills to your people, *ensuring that the changes you make can be sustainably maintained by your own internal experts.*

Our SERVICES

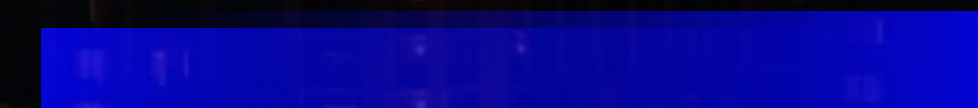
HEADHUNTING AND EXECUTIVE SEARCH

People make companies successful. We provide our Clients with comprehensive support in identifying and recruiting the echelon of diversity and inclusion talent for their key positions. In executive search, personal contacts, seniority, experience and overview are what count.

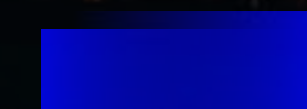
We have a resilient network and access to relevant decision-makers as well as excellent personalities. This is how we find people who develop companies, drive innovation and sustainably secure and expand our clients' success. We manage executive recruitment for a diverse range of clients, including global corporations, public sector and not -for-profit agencies, plus a great many SMEs and family owned businesses across diverse industries. And whatever the challenge, our aim is always to deliver a solution that gives our clients a genuine edge in an increasingly competitive environment. Whether your objective is to drive efficiency or promote growth, to consolidate or diversify, we'll quickly source talented leaders with the expertise and experience to deliver bottom -line impact and help you achieve your ambitions.



Executive Teams Globally



77% Men



23% Women

Elevating Leadership

TRANSERA SOLUTIONS

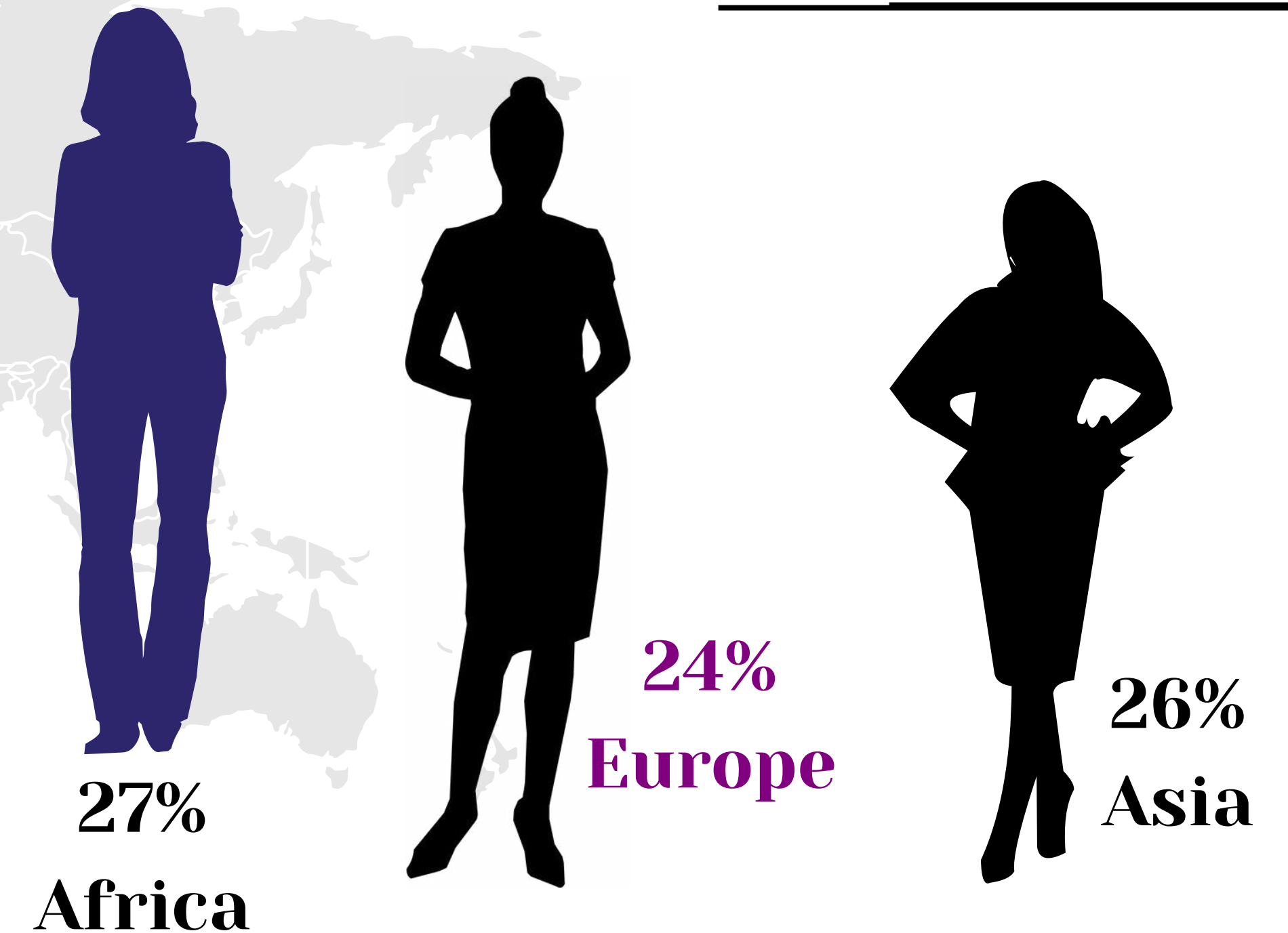
Executive and Non-Executive Placements

At TransEra Solutions, we go beyond conventional staffing services by offering unparalleled Executive and Non-Executive Board of Directors placements. In a world where leadership defines the trajectory of an organization, we understand the significance of finding the right leaders to steer the ship towards success. Drawing inspiration from the practices of world-class executive search firms, we pride ourselves on our meticulous approach, emphasis on diversity, and commitment to transformative talent acquisition.

One of our core values at TransEra Solutions is fostering diversity and empowering underrepresented groups. We recognize the pivotal role that women play in driving organizational excellence, and our dedication to placing women in executive positions reflects our commitment to gender balance and inclusivity. Studies consistently underscore the benefits of diverse leadership teams, including improved decision-making, increased innovation, and enhanced financial performance.

Beyond gender diversity, we recognize the urgency of promoting black talent in leadership roles. Our commitment to finding world-class black executives stems from our belief that true organizational optimization comes from a rich tapestry of backgrounds, experiences, and insights. By placing exceptional black leaders in executive and board positions, we catalyze transformation within organizations and enable them to thrive in an increasingly interconnected global landscape.

Senior Management Roles
held by Women





LEARNERSHIPS & GRADUATE PROGRAMMES

We assist our clients with sourcing of top the of the range talent for the YES and Commercial Learnership Programmes and well as the Graduate Development Programmes.

We streamline the recruitment process by running the end-to-end process from Sourcing, Telescreening, Face-to-Face, Video Interviews, MIE Checks, Reference Checks prior to our shortlisting and making their final candidate selections. Further to that, we assist our clients onboard Learnership and Graduate candidates into their organization through coaching tailored according to our clients' needs. Each of our Learnership & Graduate Development Programmes is designed to meet the organization's requirements and culture.

We tend to take a modular approach over the course of six months to a year dependent on the organization's need. Furthermore, we ensure the Graduate or the Learnership's Line Manager is fully engaged and aware of how to be organizationally ready to maximize the enhanced contribution our Graduates can make to their function.

LEARNERSHIPS & GRADUATE PROGRAMMES





TALENT DEVELOPMENT

Personal and Talent Development Programs play a crucial role in organizations by fostering employee growth, enhancing skills, and driving overall success. These programs provide employees with opportunities to refine their existing talents and develop new ones, ultimately boosting their confidence and job satisfaction. As employees' skills and abilities improve, they become better equipped to handle challenges and take on new responsibilities. By nurturing individual potential and facilitating continuous learning, Personal and Talent Development Programs contribute to organizational innovation and long-term competitiveness. TransEra has created a range of Personal and Talent Development programmes designed to engage and inspire individuals to realise their potential in the workplace. Utilising our experience, our courses are created to support and challenge a new approach to performance. To give you an idea of the breadth of our capability, here are just a few examples of the personal effectiveness courses we have delivered for our clients

- Excellence in Customer Service
- Customer Behavioural Toolsets
- High Impact Communications
- Coping Mechanisms in the “new” norm
- Really Effective Team Briefings
- Effective Report Writing Skills
- Making an Impact
- Time Management
- Assertiveness

Enrich Her EMPOWERING WOMEN

TRANSERA SOLUTIONS

To many, gender parity is all about being fair, but for businesses today it is about access to talent. Female employees are a huge benefit for organizations, however women still face many challenges in climbing the career ladder in South Africa. Organizations must step up to support women to realize their true potential in their careers and enhance their contributions.

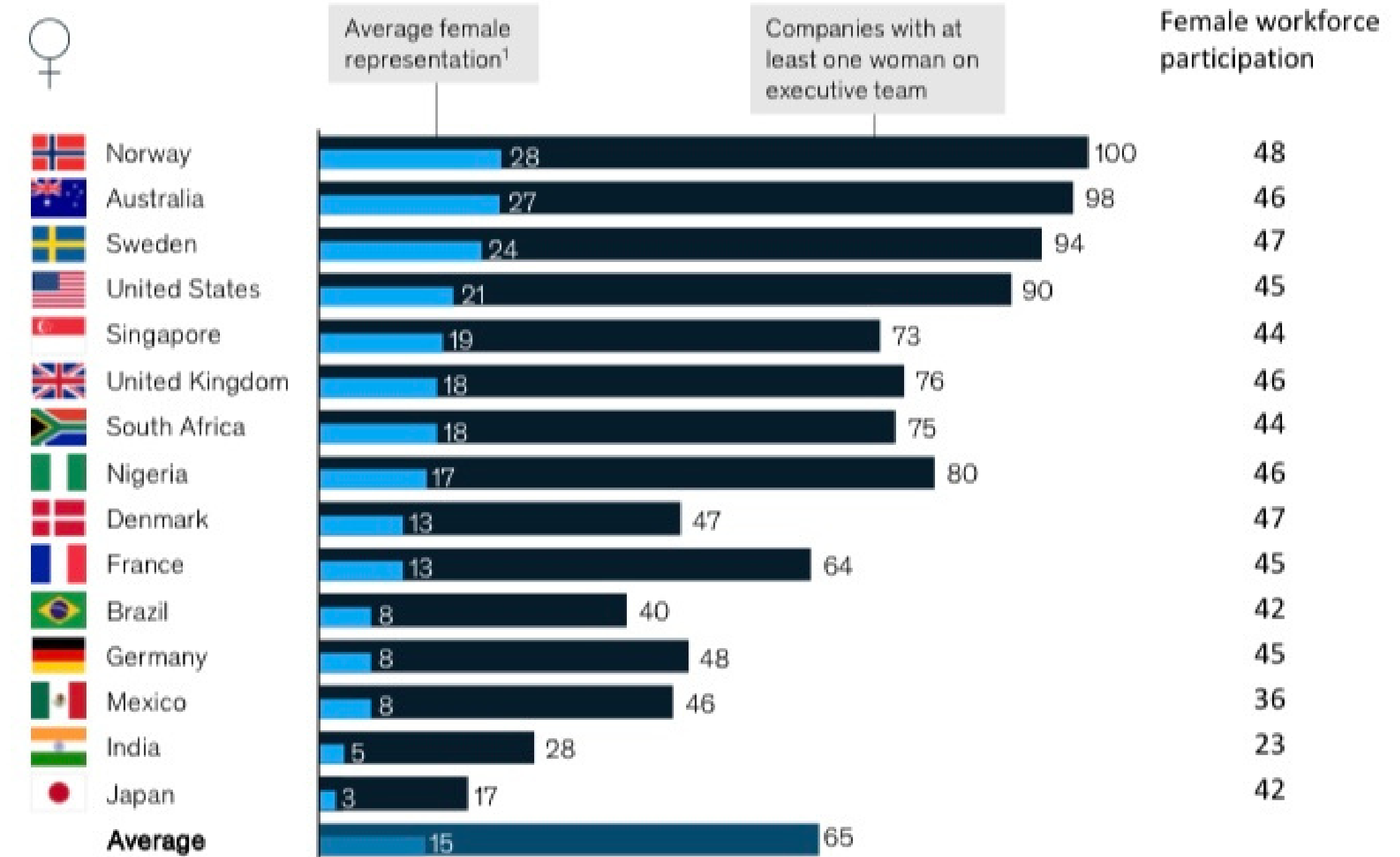
To do this we need to create the right culture. Offering a development programme as part of your Diversity and Inclusion Strategy creates a safe environment for women to overcome their biggest challenges. ENRICHHER also aims to create a supportive community in which participants can be open with how they feel and share their experiences in a completely safe environment.

The ENRICHHER programme is a fully blended development solution and additionally offers:

- An Empowered Women's Success Programme App
- A learning zone packed with useful tools
- An online learning community to share knowledge and experiences
- The option to attend a final 'Celebrate your Uniqueness' webinar to share their success

In nearly all 15 countries, women are underrepresented on executive teams

Female representation, %



“Gender-balanced executive committees have a 30% higher operating profit than companies with a male-only committee”

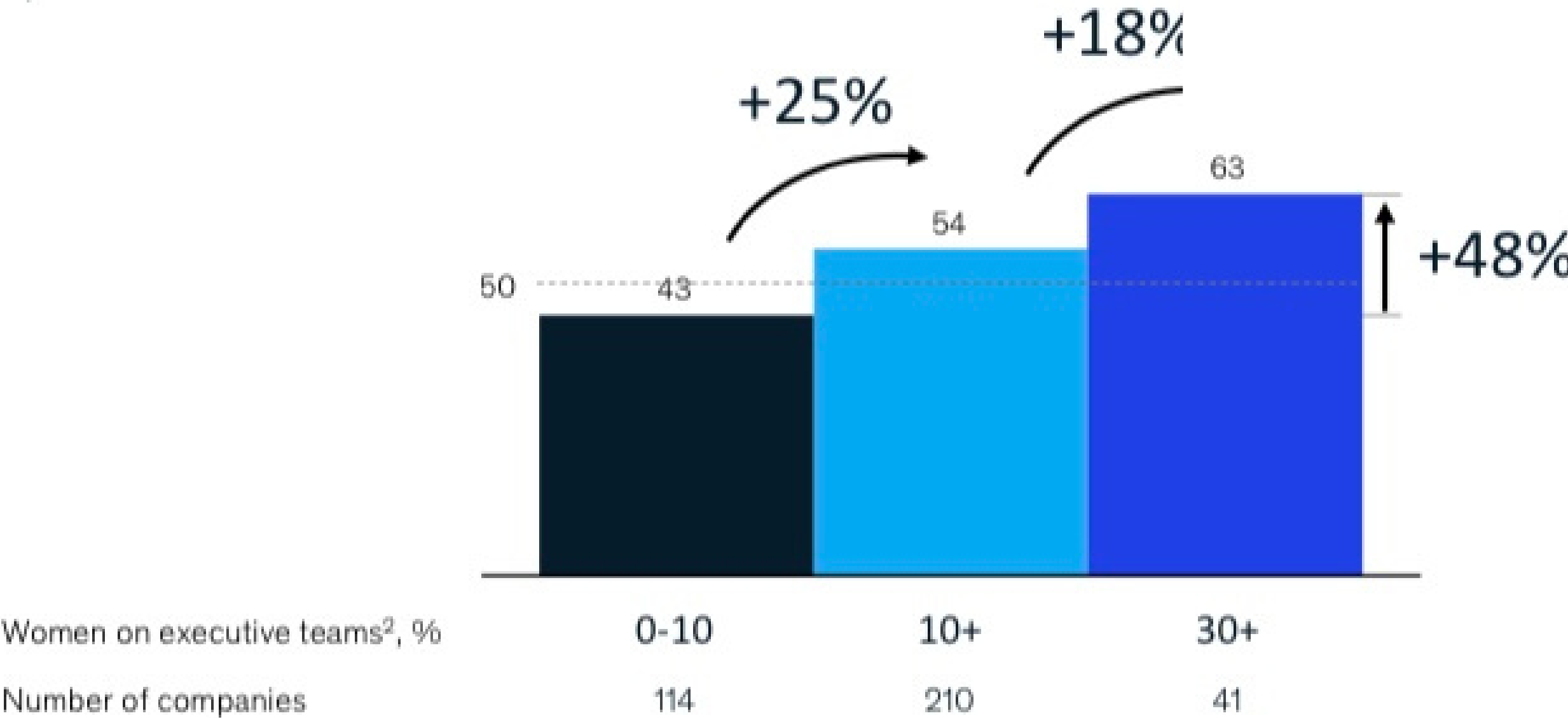
While overall representation improvement is gradual, our study shows that this actually masks a growing gap between top I&D practitioners and businesses that haven't fully embraced diversity. Over the course of five years, a third of the companies we studied had actually increased the diversity of their senior teams. However, the majority of businesses have stagnated or made little progress, and in some cases, the presence of women and people of color has even declined.

A performance penalty is now more likely as a result of the rising divide between high and low performers.

Furthermore, we discovered that the likelihood of outperformance increased with representation. Companies with more than 30% female executive team members perform much better than those with between 10% and

Executive teams with more than 30% women are more likely to outperform those with fewer or no women

Likelihood of financial outperformance¹, 2014, %



Our prestigious clients

TRANSERA SOLUTIONS

exxaro



MAERSK



Coca-Cola Beverages Africa

Desigual.



WOOLWORTHS

PROTEA HOTELS.
MARRIOTT

ASTRON
ENERGY

adcock ingram

TOYOTA

COUNTRY ROAD



Value Beyond Compliance

The outdated idea of doing the absolute minimum is insufficient now. Globally, people are becoming more and more disenchanted with economic profit at the expense of society. High levels of unemployment, poverty, and wealth inequality continue to be widespread despite governments' efforts to balance corporate profits with domestic prosperity (resulting in increasing spending on corporate social responsibility).

Change is required. To use social development as a strategic enabler for achieving business excellence, companies should reinvent their tactics. TransEra further aims to create and put into action solutions to coordinate economic growth with social advancement, Value Beyond Compliance seeks to foster this essential synergy.

It's time to take a calculated risk with inclusion and diversity by adopting a methodical strategy. For individuals who are willing to take the initiative and put forth the necessary effort to create considerable success in DEI, there is a significant performance opportunity.

In today's society, promoting diversity, equality, and inclusion is the biggest issue. By focusing on workplace diversity and inclusion policies and practices, businesses, especially more specifically People development and management, may make a significant contribution in this area.





The Future

Touching the PULSE of our clients' business needs and creating cutting - edge solutions that will forge distinctive new paths for talent and teams and as a result thereof, will create a Quantum Leap – a jump from one radiant state of illumination to the next.

Let's Connect!



010 023 8002



info@transerasolutions.co.za



www.transerasolutions.co.za