



THEMBALIHLE HRMD & Mental Health (Psych) Consultants

“Building Skilled, Conscious, and Resilient Workforces”

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1. About us

THEMBALIHLE HRMD & Mental Health (Psych) Consultants is a private organization based in Malawi. We're a team of experts that help companies hire and train the right people, while also supporting individuals and families with counselling services, through two key areas : Human Resource Management & Development (HRMD) and Mental Health Counselling.

Our approach is centered around the belief that a healthy, conscious workforce is the foundation of productivity and happiness in both homes and workplaces. We work closely with companies to identify areas of improvement and develop tailored strategies to boost performance, engagement, and overall wellbeing. At the same time, we offer specialized mental health counselling services to individuals seeking support. Our goal is to provide a safe, confidential space for people to address their emotional and psychological challenges, and empower them to thrive in all aspects of life.

By combining our expertise in HRMD and mental health counselling, we're able to offer a holistic approach to wellbeing that benefits both businesses and individuals.

In Simple Terms

We help companies hire and train the right people, while also supporting individuals and families with counselling services.

2. Mission Vision and Goal

Mission

To empower businesses and individuals through expert HRMD solutions and mental health counselling, fostering a culture of wellbeing, productivity, and happiness in homes and workplaces.

Vision

To be a leading catalyst for a healthy, conscious, and productive workforce in Malawi and beyond, where individuals and organizations thrive.

Goal

To help companies build strong, efficient workforces and support individuals in achieving emotional and psychological wellbeing, ultimately driving productivity, happiness, and success in all aspects of life.

3. Core Values

□ Professionalism

Ethical standards will be observed whenever discharging our obligations with high degree of integrity.

□ Innovation

We shall remain a learning organization in order to give room for continuous improvement throughout the year and remain relevant to ever changing business environment.

□ Transparent and Accountability

We shall execute our duties in an open manner and we shall be accountable to all relevant stakeholders.

□ Networking

We believe in creating good working relationship with our clients, competitors and all relevant authorities in the country.

□ Confidentiality

We shall keep all confidential matters of clients confidential unless we are authorized by law and owners.

□ Commitment

We shall perform our responsibilities with due diligence and total commitment until we and our clients are contented

4. Services

part 1

Here at **THEMBALIHLE** we provide three main services to our targets. These services include

- 1. Human Resource Management & Development**
- 2. Mental Health & Psychosocial Counselling**
- 3. Accounting Services**

Human Resource Management & Development

- Facilitating Recruitment Process of employees within and abroad
- Recruiting domestic, casual, unskilled, Semi-skilled and skilled workers
- Providing domestic, casual, unskilled, Semi-skilled and unskilled workers
- Assisting in Salary Arrears computation and documentation
- Facilitating Scholarships both inside and outside the country
- Training Civil Servants on compiling personal files for Terminal Benefits and in Performance Management
- Training employees and business leaders and politicians in entrepreneurship, investments, and retirement planning, fostering a culture of innovation and financial security
- Offering lessons in HRM, Business Administration, Accounting, Project Management, Procurement and Community Development we provide these lessons both online and face to face and in multiple languages as well such as English, Chichewa, Portuguese, French, Sisulu and Swahili.

4. Services

part 2

Mental Health & Psychosocial Counselling

- Private Family and Marriage Counselling
- Facilitating Dating and Marriages
- Counselling Patients with mental illness
- Counselling drug defaulters on adherence / relapse
- Counselling substance abuse clients
- Training clients in stress, anger and depression management
- Supporting victims in the community
- Pastoral Counseling
- Training retirees in adjustment to Retirement, Handling Depression, Stress and Anxiety

Accounting Services

- Assurance and advisory services, ensuring financial accuracy and compliance.
- Risk assessment and management, protecting your business from uncertainty.
- Tax services, optimizing your financial performance.
- Financial planning and strategy, helping you achieve your goals.
- Outsourced accounting solutions, freeing you to focus on what matters most.

5. Target Market

We serve:

1. **Public institutions**, including civil servants and government agencies, supporting the development of Malawi's public sector.
2. **Private companies** and industries, helping you build a strong and efficient workforce
3. **Business communities**, providing training, guidance, and resources to drive growth and success
4. **Politicians**, offering expert advice and support to help you serve your constituents
5. **Families and individuals**, locally and abroad, providing counselling, guidance, and support for personal and professional challenges

6. Our Team

The team of experienced local consultants dedicated to helping you achieve your goals.

Name: Hopeson Lobe

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Master of Arts in Community Psychology, Bachelor of Business Administration, and Diploma in Human Resource Development & Teaching

Name: Jacob Kamtsitsi Chitseko

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Master of Business Administration, Bachelor of Applied Accounting, Auditing, and Information System

Name: Getrude Ndunya

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Master of Education Policy Planning and Leadership, Bachelor of Social Sciences (Development Studies), and Diploma in Monitoring and Evaluation

11. Contact Information

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