

Company Profile - GoldOurs (Pty) Ltd

Table of Contents

1. About the Company
2. Purpose and Vision
3. Clientele Profile and Services Offered
 - 3.1. Business, Leadership and Career Coaching
 - 3.2. Strategy Facilitation, Planning and Performance Management
 - 3.3. Risk Management, Internal Audit, and Internal Controls Reviews
 - 3.4. Board Evaluation and Advisory Services
 - 3.5. Training & Facilitation
 - 3.6. Accounting, Tax and Related Services
 - 3.7. Guest, keynote, and panel speakers
4. Methods of service delivery
5. Values
6. Meet the leadership team
 - 6.1. Director: Training and Coaching
 - 6.2. Executive Officer: Governance, Accounting and Tax
 - 6.3. Detailed Profiles Available on request
 - 6.4. Access to other experts for collaboration
7. Corporate Social Investment
8. Client Testimonials

1. About the Company

The name of the company is derived from 'Gold Mine'.

We unearth the gold that resides in individuals and organisations, for the benefit of all society and persons who come into contact with that individual or organisation (as opposed to the benefit being limited to just the one).

- Companies and Intellectual Property Commission (CIPC) Registration number 2018/302352/07
- 100% Black-owned, Level 1 B-BBEE contributor
- Qualified and experienced Professionals (registered with professional bodies)
- Giving back by partnering with charities and unemployed graduates
- Supporting the growth of institutions towards transforming South Africa

2. Purpose and Vision

We enable institutions and individuals to unearth more of their potential towards achievement of their long-term vision; this is done by partnering with them in sound strategic decision-making and achievement of short-term goals through the diverse services we offer to the organisation, teams and to individuals within the team.

We will be world-renowned for partnering with leaders and institutions to unearth their optimal value in achieving their vision.

3. Clientele Profile and Services Offered – Governance and Leadership Consulting

We offer a holistic governance service that focuses on four pillars:

- Sound and Stable Leadership
Strategy formulation and implementation, Risk Management, Board of directors, organisational structure
- People Management
Performance, Succession, Inspiration, Capacitation
- Systems and Processes
Business Continuity, Effective Operations, Reliable and Relevant information, Compliance
- Stakeholder Management
Investors and Funders, Clients/ Customers, Regulators, Communities, Employees, Suppliers, Partners

3.1. Business, Leadership and Career Coaching

Coaching is a professional service which facilitates focused and multi-perspective thinking by creating space for reflecting and problem-solving. Coaching also serves as a leadership development tool customised to the individual's context, personality and learning style.

All discussions are treated with confidentiality in accordance with our professional code of ethics.

Benefits of coaching:

- Leaders experiencing significant change in their environment or role
- Enhancing of leadership competencies
- Enhancing business acumen and business management skills for entrepreneurs
- Business owners who are facing challenges within their companies which affect their business' ability to deliver quality products/ services to clients or the ability to growth
- Succession planning for depth in organisational leadership competence
- Problem solving
- Resolving performance management matters
- Career coaching for younger professionals
- Enhancing the business and strategic acumen of business owners to grow their businesses

We also coach towards transformation in corporate spaces where the leadership team has diverse cultures, and we coach to enable transitioning in genuine B-BBEE business relations between companies.

3.2. Strategy Facilitation, Planning and Performance Management

We facilitate the revision or formulation of organisational strategy. This process helps our clients to identify their strategic drivers and risks so that they may plan and implement ways to measure and monitor them.

We also offer a performance management tool and change management services so that the strategy may be entrenched in the organisational culture.

The benefits of our approach include:

1. Alignment of organisational, division, region, team, and individual performance
2. A developmental (not punitive) approach to performance management
3. Ability to monitor and compare strategic performance reports from various sources within the organisation.

3.3. Risk Management, Internal Audit, and Internal Controls Reviews

GoldOurs offers clients the benefit of assuring that governance processes are designed and functioning as intended. This includes identifying and evaluating risks to inform responses to manage these risks.

The review of the internal controls of institutions helps them to have reliable information for making decisions and reporting; to ensure that operations are efficient (little to no wasted resources) and effective to deliver good service and products to customers; and to ensure that the institution complies with laws within its sector.

3.4. Board and Advisory Services

The breadth and calibre of our executive team continuously expands because of the coaching and strategy facilitation work that we do.

Our executive team members sit on boards as non-executive directors. In these boards they are also able to chair the audit and risk committees for institutions. The financial, governance and strategic expertise that we possess adds tremendous value to the companies on which we serve in this capacity.

3.5. Training & Facilitation

We offer technical training and Leadership competency training.

Our training is offered in a minimum of four sessions. This is to ensure that participants are not overwhelmed with an overload of information, and it gives an opportunity to follow up on the practical implementation and questions that candidates encounter during subsequent sessions. This increases the sustainability of the learning.

3.5.1. Technical training modules

- Procurement management
- Performance management planning, monitoring, and reporting for the organisation
- Internal Controls training
- Financial and budget management
- Accounting Standards and Frameworks for the private and public sectors
- Auditing Standards for internal and external auditors

3.5.2. Leadership competencies

- Communication (report-writing and verbal communication)
- Public Speaking and presentations

- Performance management
- Project Management
- Time management and prioritisation
- New staff on-boarding/ induction

3.6. Accounting, Tax, and related services

The clientele who uses these services are Small to Medium Enterprises, mainly entrepreneurs. This includes professionals who run their own practices, firms, or companies.

The services include:

3.6.1. Annual Financial Statements

3.6.2. Monthly/ Quarterly management accounts

- Cash Flows
- Analysis of expenditure patterns
- Assets needed to support the processes of the organisation

3.6.3. Internal Controls and policies

- Procurement and expenditure
- Cashflow and working capital management
- Assets and liabilities
- Internal Control reviews to ensure that processes enable effective & efficient operations, reliable reporting and compliance with laws and regulations

3.6.4. Tax (Registration and filing)

- Value-Added Tax (VAT)
- Provisional and Income Tax
- Payroll and Employees Tax

3.7. Guest, keynote, and panel speakers

In line with sharing knowledge and expertise, we also offer services by providing speakers for topics and themes relating to the services that we offer.

These are in the form of guest speakers, guest lecturers, keynote addresses or being part of panel discussions in conferences, seminars, and webinars.

4. Methods of service delivery

Our services are available using **virtual/online platforms** as well as face to face interactions.

This depends on the most suitable method for optimal value to the client, as well as the preferences of the client.

5. Our Values

Values help us to decide what we do and how we do it. They also help us to prioritise what is important and who may partner with. We believe in collaboration provided that the values are aligned.

5.1. People are treasure

- If you take good care of your employees, they will help you grow your business by adding more value than you pay them for.
- If you take good care of your clients, they will help you grow your business by buying from you and referring you to their friends.
- If you take good care of your relationships with your suppliers, they will give you good service
- If you nurture your relationship with your colleagues and competitors, they will respect and honour you.

5.2. Pursue Joy and Protect Your Peace

- Be happy with yourself
- Take pride in your purpose
- Do nothing that must be kept a secret

5.3. Honour Commitments

- Do your work quickly
- Do your work well
- Keep your promises

5.4. Grow Allways

- Decide what is important to you
- Always keep learning and improving
- In every aspect of your business and your life, keep growing

6. Meet the leadership team

We have a small leadership team, and we outsource any work that is beyond our scope with our network of professional partners. This has proven to be a good strategy during the Covid-19 pandemic.

6.1. Director: Training and Coaching

Mr. Sazi Ndwandwa is a Chartered Accountant (South Africa) with more than 15 years corporate and leadership experience. He has led teams of qualified and diverse professionals from 2008 and was appointed into an executive position in February of 2014.

He has experience as both executive and non-executive board member in various sectors including education, tourism, investment promotion, and property development, amongst others.

He holds a master's degree in management coaching.

Sazi is an accredited member with The South African Institute of Chartered Accountants, Coaches and Mentors of South Africa, and The Institute of Directors South Africa.

6.2. Executive Officer: Accounting and Tax

Mr. Lwandile Fatuse is a Master Accounting Technician (SA) and holds platinum membership with The Accounting Technicians of South Africa. He is also an associate member of SAICA. He completed his articles with an audit firm in 2008 and has been working in corporate structures in various roles since then.

His career has seen him earn many promotions and play many roles including the role of Financial Business Analyst. His passion and strength lie in designing, diagnosing, and improving systems process flows.

6.3. Executive Officer: Governance and Strategy

Mr. Wandile Mnyaka holds an MBA and has extensive experience as a risk management expert. He also has extensive experience as a strategy facilitator. He specialises in practical solutions based on in-depth analysis and collective thinking.

He is busy with his PhD studies in his area of expertise – governance.

His career spans both public and private sector clients and he has a passion for growing businesses and to support government institutions.

6.4. Detailed Career profiles available on request

Our leadership team's detailed career profiles are available on request. These profiles detail:

- Career history
- Education, accreditation, and affiliations
- Entrepreneurship history
- Directorship positions held
- Coaching experience and categories of clientele coached including
- Training and strategy facilitation history
- Automated Systems development projects led
- International work assignments
- Accolades and goals

6.5. Access to other experts for collaboration

We are a small internal team, but when the capacity of projects requires it, we have access to a network of expertise who are aligned to our values and client-partnership work ethic. This also helps us to offer our clients integrated solutions based on a holistic view of the client organisations.

These experts are in the following fields:

- Information systems developers and analysts
- Data Warehousing and Protection Experts
- Information Systems Auditors
- Other executive and leadership coaches
- Other Risk management and strategy experts
- Human Resources Experts
- Project managers
- Commercial Law experts

7. Corporate Social Investment

It is important to give back so that we may help people to accept the opportunities offered by the new South Africa. As a South African company, this is an important part of being an active corporate citizen alive to the socio-economic responsibilities of our country.

We fulfil this through two main initiatives:

7.1. Partnering with charities based in areas of great need relating to

- Youth care and development
- Former-Convict reintegration
- Taking care of the elderly
- Leadership development in high schools
- SME business support

7.2. Working with unemployed youth to improve their prospects

- Reconditioning the mindset towards that of taking initiative and responsibility for one's life
- Providing employment for gaining experience
- Training and skills development
- Assistance finding future employment

8. Client Testimonials (more testimonials available on request)

"The benefits were beyond what we were expecting! We learned a lot about the school, about formulating strategy, about strategic prioritization, and implementation of the strategy, and about each other! All this using simple tools that we can use in other areas of our lives and having fun at the same time! We did important and productive work whilst having fun and enjoying each other's company! It is a wonderful feeling that I would wish everyone to experience."

Headmaster: Seamount Primary School

"We have gained immense value from partnering with GoldOurs. We were able to clarify our strategic direction and identify our business' key drivers. The facilitator (Mr. Sazi Ndwandwa) made the work enjoyable and the whole team has been able to unify behind this strategy as something that we can own. We recommend GoldOurs to any institution."

Director: Yongonakho Advisory Services (Pty) Ltd

"Sazi helped us to negotiate an important transition in our leadership structure. The team was new, and his program helped to speed up the process of building team cohesion and role clarity. Strategically, we all know what is important, where want to be, who are our important stakeholders, and what we each contribute to the success of the business. It was a journey well worth taking. Thank you, GoldOurs."

Company Secretary: BMF Investments

"If you want to grow your business and enjoy sustainable success, I highly recommend the services of GoldOurs. What I enjoyed about the approach was that it is multi-dimensional and doesn't focus only on the strategy, or an individual's personal development. Instead, it is spread out to ensure that we can have time to reflect on the application of what has been discussed. We got to understand our business from many perspectives. That was an unexpected and unbelievably valuable benefit from the sessions we had with Sazi."

Director: Khwaza Business Consultants

"As a small business owner, the biggest risk that my business faces is being limited to my own thinking. As a sole director, I find Sazi's coaching very useful in mitigating this risk and in addition brings more enlightenment to solutions based on challenges identified as a result of his probing questions. The clarity that he has provided is similar to that of a GPS to someone navigating unfamiliar territory. Sazi has become my sounding board."

Director: eThemba Lesizwe Consulting