



KNOWLEDGE ANCHORS GROUP
COMPANY PROFILE

Tel: +27 11 258-8667 **Fax:** +27 11 258-8511

Email: info@knowledgeanchors.co.za **Web:** www.knowledgeanchors.co.za

Building 2 | Country Club Estate | Woodlands Drive | Woodmead | Johannesburg, 2000



Business

Introduction

Knowledge Anchors Group (KAG) is a wholly Black owned and controlled entity that was established in 2010. The four directors and shareholders of KAG have held senior executive roles in private and public enterprises across South Africa and internationally.

Simplifying your Business

At Knowledge Anchors Group, we understand that sustainable partnerships must become a way of life in today's competitive business environment.

Our directors' collective experience (spanning close to a century between them) provide clients an opportunity to tap into areas that resonate with some of the challenges being experienced and thereby offering solutions that are pragmatic and implementable whilst effectively being tracked and reported on.



Mission and Vision

Mission Statement

We develop long-term solid relationships with our customers and cooperation partners based on professionalism and loyalty.

Vision

To become a benchmark for excellence in management and leadership consulting in South Africa and beyond.

We believe this can be achieved by:

- Ensuring maximum client satisfaction
- Providing a service of value to our clients
- Striving for long lasting pride and satisfaction for and from our clients
- Providing services that are hassle free and of the highest quality



Consulting

Access to Expertise

Our team is made up of highly qualified and experienced individuals who understand the complex and dynamic nature of the business environment.

E-Learning

Access to Knowledge

We recognize the uniqueness of your learning needs and create tailor made learning solutions that change behavior and impact change.

Training

Access to Skills

In the quest to make a difference, we provide training which empowers individuals and companies in the manner which promotes enhanced productivity.

What we do



- Management Consulting
- Corporate Training
- Business Plans
- Corporate Governance
- Labour Relations Management & Advisory
- Corporate Advisory



Management Consulting

- Business Turnaround
- Strategy
- Business Models and Operating Models design and Optimisation
- HR & Financial Consulting

Training

- Leadership
- Accredited Courses

Business Plans

- Professional
- Specialised
- Comprehensive

Corporate Advisory

Corporate Governance

- Company Secretariate Support
- Board Performance Assessment
- Board Training
- Annual Reports
- Integrated Report

Labour Relations Management & Advisory

- Chairing of Hearings
- Dispute Resolution
- Labour Law Advisory
- Arbitration & Mediation
- Alternative Dispute Resolution
- Union & Management FacilitationModeration

Why we do

Driven by Values

- We uphold high moral and business standards towards our clients and prospective clients.
- We assure our clients maximum confidentiality.
- We take full ownership of business entrusted to us and conduct it in the highest professional manner.
- We promise unequivocal excellence in all aspects of our work.
- We promote the development of our employees by challenging assignments and a value-based leadership.





Methodology



Our approach is integrated and holistic as we seek to assist entrepreneurs or companies to solve complex business related problems and achieve synergy by aligning organisational strategies with culture, structure, processes, and human and financial resources. These processes can be grouped into the following three phases, namely;

- Needs Analysis
- Design and Development
- Implementation and Evaluation.

Milestones

2010

KAG was founded
Registration and
CLPC Compliance
Infrastructure set up,
website, branding,
banking

- New Clients:
municipalities and
universities

2015

Client acquisition –
municipalities,
universities
Accreditation with
LGSETA

- Onboarding of
new directors

2017

Media exposure (radio)
New products and
service

- Acquisition of more
clients – private and
public sectors

2019

Compliance - AFS
Acquisition of blue -
chip clients

- Launching new
products & services –
conferencing
Board appointments
& Rebranding

2021

Compliance - AFS
Increase client base
– blue-chip

- Media coverage
of executives
Growth of network

Executive Directors

KAG, is led by a highly qualified and experienced Executive Team and brings a wealth of professional experience from a wide range of professions.



Dr Nimrod Oupa Mbele. Group CEO

His experience includes previous roles as the Chief Operations Officer and later became the CEO at Dual Point Holdings Pty, Ltd. Prior to that he was the Chief Operating Officer at Wits Business School. He was also associated with Regenesys Management as the head of Centre for Local Government. His exposure to different management portfolios, triggered interest in corporate governance related issues. He also serves as a non-executive director at Zoolooh Group Holdings. His management and leadership capabilities also extend to academia. Nimrod lectured and supervised post graduate students at Wits and Regenesys over a 10-year period.



Justice Ndaba, Group Director: Strategy and Finance

Fellow of the Institute of Directors (No; 17288171), and SABPP. A qualified arbitrator/mediator through the Arbitration Foundation of Southern Africa (AFSA) having completed a post graduate diploma through the University of Pretoria and AFSA (1999). He has over 28 years working experience ranging from Quality Assurance; Process and Operation; Human Resources Strategy and Management. He is a former Head of Strategy at the SABC and Acting Group Executive of Human Capital Services (2011). His experience ranges from working in the corporate sector at companies such BHP Billiton and Rio Tinto (Riversdale), as well as public-sector entities such as Mhlathuze Water. He holds a Post-Graduate Diploma in Managerial Sciences from Henley Business School and a BA degree from the University of Zululand (1998).

Executive Directors

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Moroka Phalane, Group Director: Risk and Compliance

Holds a B. Proc and LLB from Wits University, as well as a Certificate in Finance and Accounting from Wits Business School, among other credentials. He has extensive experience in both the public and private sectors, spanning nearly 20 years and encompassing various areas of business management and commercial law. His wide-ranging list of accomplishments and experience includes being; Legal Advisor to the National Union of Mine Workers; Group Manager Employee Relations at ACSA; Group Manager Policy and Regulatory Affairs at ACSA; Member of the CorporateTender Board at ACSA; Arbitrator and Conciliator at IMSSA; Director and Chairperson of the Audit Committee of the East London IDZ.



Orsbon Seboni, Group Director: Operations and Business Development

A Human Capital professional and Strategic advisor, leveraging extensive expertise coordinating the entire human capital management spectrum, providing corporate litigation and advisory services. His experience has seen him holding various Executive positions in companies SAB and ABI. He has repeated success in championing change and introducing growth-focused strategies, policies and procedures including staff development initiatives and programs to maximise efficiency, productivity, retention and communications, and reduce risk and expenses. He further held Director positions in AVI, Nandos and CocaCola Cannerys. He holds a B Degree from Wits University, CPIR, Advanced Labour Law Diploma.

Executive Associates

The company has networks of organizations and professional associates with impeccable pedigree in their respective fields. This network approach enables us to harness different skills and competencies as required in any assignment.



Ms Nokuthula Thomas, Associate

Has almost 20 years working experience in project management, business development, marketing, government & investor relations, public and media relations and corporate communications across diverse industries, listed and non-listed companies as well as the education sector. She offers strategic support on Marketing, PR and Communication to the School of Accountancy, School of Economic and Business Sciences, School of Law and Wits School of Governance. She is currently the Managing Director of NJK PR & Communications. She has studied towards BA in Communications from UNISA. She also has several post graduate qualifications from GIBS.



Kheepe Lawrence Moremi, Associate

Kheepe is a seasoned strategy, innovation and marketing professional and business lecturer with expertise in working with boards, executives and owners. He has worked in different industry sectors that include; Consumer staples, Financials, Industrials, Communication Services, Utilities and Government Services and blue chip companies like Procter & Gamble, Deloitte, First National Bank and Eskom. He is one of the founding executives and CMO of Brand South Africa. Academically, Kheepe is a Beta Gamma Sigma lifetime member in recognition of high scholastic achievements in business education and holds; a specialist post-graduate qualification in strategy and innovation from SAID Business School, Oxford, an executive MBA and a BA from Wits.

Executive Associates



Manoko Ratala, Associate

Ms Ratala is currently in Private Practice/Consulting as a Registered Industrial and Organisational Psychologist, Certified Coach and seasoned Leadership Development Facilitator. She has over 24 years' experience gained from working in public sector entities across national, provincial and local spheres of government, parastatals as well as global private sector organisations. Her consulting expertise includes areas of leadership development, organizational development, industrial relations, competency assessments, strategic planning, coaching, trauma debriefing, skills development and social facilitation. She has worked with diverse audiences across Africa. She holds an MA in Industrial and Organisational Psychology from the University of South Africa where she is currently pursuing her PhD studies.

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Key Projects



Chartered Governance Institute of Southern Africa

The integrated Report assists company stakeholders to identify strategic imperatives in terms of operational and business models, governance models and risks. On behalf of KAG, Dr Mbele was appointed as one of the judges on Integrated Reporting Awards.

National Education Collaboration Trust

KAG's CEO is currently attached to the Nerve Centre which is housed in the CEO office. He is involved in strategy formulation, coordinating and consolidation of board reports, funders reports and supporting unit heads to discharge their functions.

McDonald's South Africa

Our valued partnership with McDonalds SA is yielding exceptional results in the sphere of Labour Relations solutioning. The bespoke labour relations management of disciplinary hearings has reduced frivolous CCMA referral by employees.

FDT Training Centre

KAG has successfully handled the s189 (Retrenchment) process for FDT. The business had undergone a s197 (Transfer of Business) a year ago when we assisted and managed the retrenchment process from begin to end during the “lock-down” period.

Momentum

Strategic Partner in attracting, retaining and developing graduates to be qualified Financial Advisors. KAG was appointed to provide data collection, mining and assessment of candidates for Financial Advisory.

City of Ekurhuleni

KAG provided Phase 2 of service point audit for waste management services in proclaimed residential, industrial and business areas within the eastern and northern service delivery regions of the City of Ekurhuleni. Service Point: collection of data on waste management system. In addition to collecting data, KAG employees capture a GPS/GIS point at each service point location. The data collected provides in the improvement of revenue generation and gap analysis of service delivery.

Key Projects



Business Planning

We write Business Plans that raise capital for new and growing ventures. Our team of MBAs, chartered accountants, industry experts and technical writers is focused on getting venture funded via the highest quality business planning process available. We pride ourselves on service excellence, a simplistic approach and delivering funding-ready business plans.

OPTIONS:

- Professional Business Plan (2 - 4 Working Days)
- Specialised Business Plan (10 -12 Working Days)
- Comprehensive Business Plan (20 - 40 Working Days)

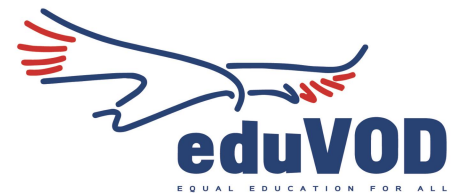




Technology Driven

As a knowledge based company, we are committed to the effective packaging and delivery of our products using cutting-edge technology. Our approach to tech is *simplicity*: high efficiency, low cost and easy maintainance. This is the reason for our choice of technology partners.

- **TouchToLearn** is an international award winning mobile application that does not require mobile data nor constant broadband. A unique feature which makes it possible for organisations and governments to provide millions with access to highly engaging interactive digital content like videos, gamification, rewards and personalised education at no cost to the user.
- **Eduvod** is a The eduVOD™ system is content agnostic, and can deliver and distribute any digital content from one or a multiple number of content providers on a single platform. The eco-system includes content, content delivery management software, customer premises equipment, support and maintenance.



Our Valued Clients

We work with great clients and strategic partners who are engaged in amazing projects and through these we have extended our impact.



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GAUTENG
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA



Maquassi Hills
Local Municipality



**City of
Ekurhuleni**



momentum
financial planning



Engage with us

Socio Economic Upliftment

The business remains committed to the upliftment of blacks especially youth to become self-reliant.

Customer Service

We believe that customers can and will take notice of and appreciate great, caring service. We base our efforts on this foundation.

Quality

We are committed to offer products and services that meet the highest quality standards as guided by our clients.





Thanks

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Building 2 | Country Club Estate | Woodlands Drive | Woodmead | Johannesburg, 2000

AUDITORS: A CARRIM AND PARTNERS

www.acarrim.co.za - +27 11 832 1774

