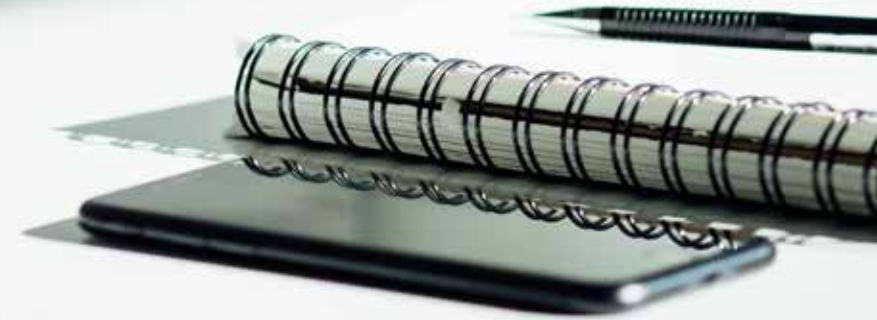




Lungisa P. Consultancy (Pty) Ltd

COMPANY PROFILE 2020

Introduction



We are pleased to introduce Lungisa P. Consultancy (LPC). LPC is one of the leading independent providers of consulting and human capital development services in South Africa. Our footprint shows extensive experience in management consulting and human resources development. Registered in 2004, we have been operating as a close corporation and in 2012 we assumed the legal status of a private company.

Our approach to providing consulting services ensures a partnership between the client and our project team, therefore permitting the sharing of skills, knowledge and values. We are looking forward to a value adding work relationship with your organisation.



Our Compliance



Company reg. number: 2012/077727/07

Income tax number: 9391089175

VAT number: 4260269446

PAYE number: 7050780644

UIF number: U050780644

BBBEE contributor: Level 1



Lungisa P. Consultancy (Pty) Ltd

Our Vision

To enhance the performance of our clients at institutional and individual levels.



Our Mission

- Understand the business priorities of each client
- Render a service that aligns with each client's business strategy; and
- Ensure a well developed human capital that supports the client's organisational priorities.

Our Values

Professional excellence
Service excellence
Honesty
Discipline
People development



Human Resource Management Services



In the human resources management field, we take pride in our view that employees are a significant asset through whom a business can succeed or fail. Although other forms of assets may exist at a workplace, it is ultimately through people that performance can be improved for the benefit of the organisation and its surroundings.

- Employee Relations
- HR Management
- Training



OD Consulting Services



Our consulting services involve a broad range of services, including the design, development, implementation and impact assessment of organisational development systems and processes. In essence, we provide a complete package that ensures the translation of the client's organisational strategy into clear and measurable outputs.



OD Consulting Services





The composite elements for each area of consulting are as follows:

- Audits: HR Audit, Skills Audit, Employment Equity Audit, Organisational Climate Survey
- Performance Management: Institutional performance, Employee Performance, Staff Re-deployment
- Programme Management: OD projects and programmes, Workshop Facilitation, Report Writing
- Research & Analysis: Baseline studies, Monitoring & Evaluation, Impact Assessment (social research)
- Job Profiling: Organisational Design, Job Description, Job Grading and Remuneration Structuring
- Planning: Strategic Planning, Business Planning, HR Planning, Employment Equity Planning
- Process Re-engineering: Business Process Analysis, Workflow Process Mapping, Workflow Re-alignment
- Organisational Transformation: HR Policies & Procedures, Change Management





Lungisa P. Consultancy (Pty) Ltd

Clients and projects

	<p>KwaZulu-Natal province Labour Relations: Chairing of disciplinary hearings</p>	<p>2019</p>
	<p>KwaZulu-Natal province Labour Relations: • Conciliation • Chairing of disciplinary hearings</p>	<p>2019</p>
	<p>KwaZulu-Natal province Analysis of the performance chain of the water services department, notably in the areas of planning for performance, budgeting, implementation of the budget & monitoring and measurement of performance</p>	<p>2018</p>
 Richmond Municipality	<p>KwaZulu-Natal province Service Delivery and Budget Implementation Planning (SDBIP)</p>	<p>2018</p>




Clients and projects

	<p>KwaZulu-Natal province Budget, planning and team building</p>	<p>2018</p>
 <p>transport Department: Transport Province of KwaZulu-Natal</p>	<p>KwaZulu-Natal province Change management: Organisational culture</p>	<p>2018</p>
<p>DEZZO HOLDINGS (PTY) LTD</p>	<p>KwaZulu-Natal province Development of organisational strategy and design on functional structure</p>	<p>2017</p>
 <p>Tshipi é Ntle Manganese Mining Quality. First. Always.</p>	<p>Northern Cape Province Employment Equity compliance and reporting</p>	<p>2016</p>





Clients and projects

	<p>Limpopo province</p> <ul style="list-style-type: none"> • Change Management Services for a process mapping project at Limpopo Economic Development Agency (LEDA) 	2016
	<p>KwaZulu-Natal province</p> <ul style="list-style-type: none"> • Change Management strategy & plan • Change Management Advisory Services for an I.T. system development project at KZN Provincial Treasury 	2015
	<p>Gauteng province</p> <ul style="list-style-type: none"> • Strategic Human Resources Advisory Services • Organisational Development • Human Resource Administration & Remuneration • Employee Relations • Human Resource Development • Representations at EXCO and Board levels 	2014
	<p>Eastern Cape province</p> <ul style="list-style-type: none"> • Update of performance management framework • Alignment of organisational strategic objectives and key performance indicators. • Alignment of the IDP, SDBIP and budget 	2014

Clients and projects

 <p>higher education & training Department: Higher Education and Training REPUBLIC OF SOUTH AFRICA</p>	<p>Gauteng province</p> <ul style="list-style-type: none"> • Conducting a quick diagnostic audit on the work ethic and organisational culture • Reporting on the findings of the diagnosis. • Developing a programme customised for various levels of staff • Facilitating workshops on work ethic and organisational culture • Developing a strategy for sustaining the change process • Reporting on necessary follow-up and proposed change management process. 	<p>2012/ 2013</p>
 <p>ALFRED NZO DISTRICT MUNICIPALITY</p>	<p>Eastern Cape province</p> <ul style="list-style-type: none"> • Development of job descriptions 	<p>2014</p>
 <p>UMZIMVUBU LOCAL MUNICIPALITY</p>	<p>Eastern Cape province</p> <ul style="list-style-type: none"> • Development of job descriptions • Training on job description and job evaluation 	<p>2013</p>



Clients and projects

	<p>KwaZulu-Natal province Compilation of the Annual report for 2012/13 financial year</p>	<p>2013</p>
	<p>KwaZulu-Natal province Conducting a skills audit</p>	<p>2013</p>
	<p>KwaZulu-Natal province</p> <ul style="list-style-type: none"> • Conducting a skills audit • Developing the Human Resource strategy • Updating the organisational structure • Developing the Employment Equity plan • Developing the Job profiles 	<p>2013</p>
 <p>cogta Department: Cooperative Governance and Traditional Affairs PROVINCE OF KWAZULU-NATAL</p>	<p>KwaZulu-Natal province</p> <ul style="list-style-type: none"> • Development of learning material • Facilitation of training sessions • Reporting 	<p>2013</p>

Clients and projects

	<p>KwaZulu-Natal province Design and facilitation of workshop on Employment Equity and Skills Development</p>	2012
	<p>Gauteng province Design and facilitation of workshop on Employment Equity and Skills Development</p>	2012
	<p>KwaZulu-Natal province Compilation of the Annual report for 2011/12 financial year</p>	2012
	<p>Gauteng province Design and implementation of the Organisational Development programme focusing on different projects, viz. Organisational design, Employment equity, Skills audit, Remuneration structuring, Job analysis and evaluation</p>	2013





Clients and projects

	<p>All South African provinces Conducting an HR Audit in the Services SETA</p>	<p>2011</p>
	<p>KwaZulu-Natal province Conducting a Skills Audit for oNdlunkulu Programme in the 11 Districts of KwaZulu-Natal.</p>	<p>2011</p>
	<p>Western Cape and Northern Cape</p> <ul style="list-style-type: none"> • Conducting a skills audit. • Provision of training courses in identified learning areas • Conducting a needs assessment for participating Non Profit Organisations 	<p>2011</p>
	<p>Gauteng province Design, development and piloting of the course on Recruitment and Selection in the Public Service</p>	<p>2011</p>





Clients and projects

	<p>Gauteng province Conducting a Baseline Study on the Extent of Performance Management System (PMS) Implementation within South African Municipalities</p>	<p>2010</p>
	<p>KwaZulu-Natal province Organisational design and public entity human resources planning, including Organisational design, HR planning, job analysis and evaluation and remuneration structuring</p>	<p>2010</p>
	<p>Eastern Cape province Restructuring of performance targets, assisting with mid-year performance reviews and calculation of performance bonuses</p>	<p>2010</p>
	<p>Gauteng, North West & Limpopo provinces Conducting an impact assessment on the implemented development projects in the mining communities</p>	<p>2009</p>




Clients and projects

	<p>Eastern Cape province Update of the performance management policy framework, development of the organisational performance scorecard and implementation plan at Blue Crane Route Local Municipality</p>	<p>2009</p>
	<p>KwaZulu-Natal province Planning, design and managing the change management process in support of the newly developed banking system. Leading the work stream for organisational design, communications, climate survey and training</p>	<p>2009</p>
 <p>MBOMBELA LOCAL MUNICIPALITY</p>	<p>Mpumalanga province Design and development of the course on performance management in local government; and training the management team and labour representatives.</p>	<p>2009</p>
	<p>Gauteng, North West & Limpopo provinces Developing Operation-Specific Action Plans specifying key focus areas for 7 mines</p>	<p>2009</p>




Clients and projects

	<p>Gauteng province Report writing with regard to the following interventions:</p> <ul style="list-style-type: none"> • National Youth Commission Institutional Review Study (2008) • International Conference on Victim Empowerment (2010) 	2008
 DE BEERS GROUP	<p>Northern Cape province Diversity management and employment equity in the Diamond Trading Company South Africa</p>	2008
	<p>Mpumalanga province Development of new and review of existing job descriptions for the Department of Culture, Sport & Recreation</p>	2008
	<p>KwaZulu-Natal province Developing the Human Resources Plan, job descriptions, job grading and conducting an employee satisfaction survey</p>	2013

Clients and projects

	<p>Eastern Cape province Review and update of the performance management policy framework and roll out plan for the Emalahleni local municipality (EC 136)</p>	2008
 <p>cogta Department: Cooperative Governance and Traditional Affairs PROVINCE OF KWAZULU-NATAL</p>	<p>Northern Cape province Diversity management and employment equity in the Diamond Trading Company South Africa</p>	2008
 <p>sport & recreation Department: Sport and Recreation South Africa REPUBLIC OF SOUTH AFRICA</p>	<p>KwaZulu-Natal province Developing a functional performance management system for the identified municipalities in KZN, including</p> <ul style="list-style-type: none">• Establishment of Performance Management Technical Advisory Committees and their terms of reference (in two Districts)• Development of reporting and monitoring system.• Setting up the auditing structures and linking individual with organisational performance management• Assisting with the crafting of annual performance reports• Development of training material and provision of training	2008

Clients and projects

	<p>Tanzania (Dar es Salaam and Bagamoyo) Development of the manual and guidelines for Human Resource Planning detailing methodologies and instruments to be used within the 6 Ministries, Directorates and Agencies (MDAs) and the president's office Training all selected MDA's in developing their own human resource plans and quality controlling their outputs</p>	2007/ 2008
	<p>Gauteng province Design and development of tools for conducting a local government skills audit and establishing related information, including the scope of each municipal function, norms and standards and occupational competency profiles</p>	2007
	<p>Gauteng province Development of profiling and screening tools to be used in the placement of tenants for the SEDA Ekurhuleni Base Metal incubator programme</p>	2007



Lungisa P. Consultancy (Pty) Ltd

OUR CONTACT DETAILS

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