



__ Equipping, Empowering & Transforming Nations __

COMPANY PROFILE



1. Overview

- 1.1 We are a multi-disciplinary firm of specialist consultants who provide integrated strategic consulting services to companies, businesses and organizations. We offer creative and innovative business and organizational improvement solutions and interventions. We specialize in business and organizational establishment, incubation, growth and development, business engineering, business optimization, business turnaround strategies, business process engineering, organizational restructuring and alignment, leadership training and development, coaching and mentoring and business skills development.
- 1.2 Our solutions and interventions always address business and organizational challenges relating but not limited to, structures, policies, values, systems, processes, procedures, vision, mission, goals, objectives, aims, strategy, plans, budgets, functions, roles, duties, responsibilities, relationships, knowledge, skills, experience, creativity and innovation.
- 1.3 While our services are offered to any company, business or organization that requires our services, we have a specialist interest in emerging or starting businesses and organizations, small, medium and macro enterprises, black owned, black directed and black managed companies and businesses owned by Christians, churches, organizations and ministries that exist to promote the Kingdom of God.

2. Vision

Our vision is to become the leading Christos-centric multidisciplinary and specialist consulting firm in Africa.

3. Mission

Our mission is to equip, empower and transform organizations to function optimally and maximally in pursuit of their visions and in their quest to achieve their mission and objectives.

4. Objective

Our objective is to provide creative and innovative solutions and divine interventions designed to improve the strategic, tactical and operational effectiveness and efficiency of organizations.

5. Aim

Our aim is to improve the capacity of organizations to operate for impact and with impact, meaningfully and holistically fulfilling their mission and purpose.

6. Values

Our work, business activities and engagements are governed by Christos-centrism. Humility and meekness are paramount in our relationships and all our dealings are underpinned by love, joy, peace, patience, kindness, goodness, faithfulness gentleness and self-control.

7. Business Approach

We approach our work with the mind and heart that it is a calling. We believe that although we are responsible to our clients for what they engage us to do for them; we are ultimately accountable to God for everything we do. We consider ourselves to have been deployed on earth to be the “light and salt” of

organizations. We, therefore, approach all our engagements with Solomonic excellence and with the resolve to change things for the glory of God.

8. Customer Service

A spirit of servant hood permeates all of our customer relationships. We ensure that the services, interventions and solutions that we provide are customer focussed and customer oriented. We make it our business to familiarise and acquaint ourselves with the business of our clients before determining the scope of our services or recommending an intervention or providing a solution. In this way we are able to provide personalised services, tailor-made interventions and customized solutions to our clients.

9. Consultants

9.1 General

Our stable of consultants comprises seasoned professionals who are specialists in their fields of practice. Our consultants include specialist legal practitioners, corporate governance specialists, compliance specialists, human capital development specialists, business training specialists, enterprise and supplier development specialists, specialist management consultants, business coaches and mentors, accountants, risk management specialists, specialist researchers and many more such experts.

9.2 Bethuel Ngwenya

Mr. Ngwenya is an admitted attorney, notary public and conveyancer, a corporate governance and strategic management specialist, a leadership coach and mentor, a community development activist and a social engineer. He holds an LLB (Hons) (UZ), an LLM (Wits), a Post Graduate Diploma In Corporate Governance and Strategic Management (UNISA) and a Post Graduate Diploma In Corporate Governance and Strategic Management (ICSA). He is an Associate Member of the Chartered Institute of Business Management and a Member of the Institute of Directors in Southern Africa. Mr. Ngwenya has a specialist interest in corporate governance, commercial law, strategic management, business leadership, corporate social investment and community development. He has more than 20 years business and professional experience acquired while working in private practice as an attorney, notary public and conveyancer, lecturing in law at universities of renown, leading legal, governance, risk and compliance departments as chief legal advisor and/or group company secretary in JSE and LSE listed companies, managing his own strategic consulting business and establishing and leading strategic community development entities.

9.3 Sibani Mngomezulu

Mr. Mngomezulu has investment banking and corporate advisory experience having worked for blue chip investment banks including Merrill Lynch, Cazenove and JP Morgan. Much of the advisory work that he has done includes corporate governance and regulatory work. Mr. Mngomezulu also has general and executive management experience having served as Group Company Secretary and held various executive director positions at a JSE listed company. He has served as a non-executive director and audit committee member for companies in Zimbabwe and Malawi. Mr. Mngomezulu holds the degrees of LL.B (Natal) and LL.M (London) and is an admitted attorney of the High Court of South Africa, a Fellow of the Chartered Secretaries Southern Africa and of the Institute of Directors in Southern Africa.

9.4 Lerato Manaka

Ms Manaka has extensive corporate governance experience having served as a group company secretary for a multinational industrial company listed on the JSE. In addition, she has managed a number of strategic portfolios including facilities management, risk management, and environmental reporting, as well as health and safety. She began her career in the finance function as a trainee accountant and thereafter went to assume other roles within that finance function. Ms Manaka holds the degrees of BCom (Law) and LLB (UNISA). She is an Associate member of the Chartered Secretaries Southern Africa, a Certified Ethics Officer with the Ethics Institute of South Africa and is a Member of the Institute of Directors in Southern Africa.

9.5 Thembeke Mgoduso

Ms Mgoduso possesses broad corporate experience gained as an approved executive advising companies on the JSE Listings Requirements for various corporate transactions including mergers and acquisitions. She has worked for blue chip investment banks including Macquarie First South, Merrill Lynch and Sasfin Capital. Much of the advisory work that she has undertaken for clients includes corporate governance and regulatory work. Ms Mgoduso holds a BCom (Accounting) degree and Post Graduate Diploma in Management Accounting both from the then university of Natal.

10. Strategic Partnerships

We work with a number of like-minded persons and organizations who provide services which complement or supplement our service offering. These relationships immensely benefit our clients who, by engaging our organization, have immediate access to an extended pool and network of specialist knowledge, skills and experience. From time to time and depending on the nature of the solution and intervention recommended, we do bring in such like-minded persons and organizations to enrich our work. At all times these persons and organizations work under our auspices and are always subject to the terms and conditions of our engagement with the client.

11. Business Structure

Our consulting practice focuses on five areas that have a bearing on the strategic, tactical and operational effectiveness and efficiency of any organization. These are leadership, governance, management, administration and entrepreneurship. We consider these areas within the legal context that gives organizations the licence and rules by which to operate.

11.1 Focus Area # 1: Wise Leadership™

Every organization is as good as the people who lead it. Without effective and efficient leadership an organization is likely to fail and it will certainly operate below the optimum level. A lot of premium must be placed on equipping, empowering and transforming people to become effective and efficient leaders.

11.2 Focus Area # 2: Diligent Governance™

Diligent governance is a vital part of wise leadership. Leadership without proper governance is futile and is a waste of God-given time and resources. Organizations must be governed diligently and in a wise manner.

11.3 Focus Area # 3: Effective Management™

Business leaders must be strategic in pursuing visions. It is only when management is strategic that a business can be effective. Managing businesses with Solomonic excellence should be the hallmark of any organization that seeks to make a meaningful and lasting impact.

11.4 Focus Area # 4: Efficient Administration™

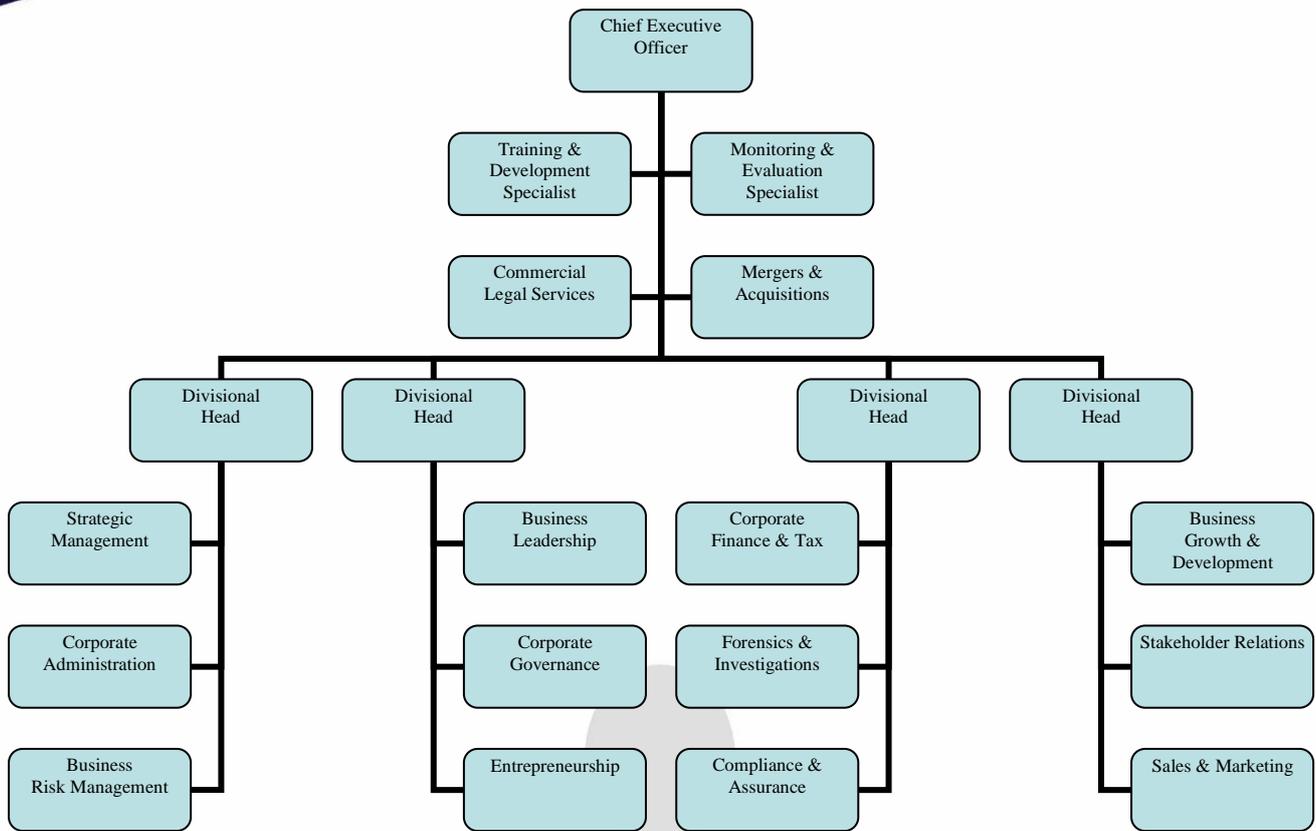
Business must be administered efficiently. Leaders cannot afford to be lackadaisical and haphazard in their conduct of business. Appropriate and efficient administrative policies, structures, systems, processes and procedures must be established in order for an organization to operate with maximum impact.

11.5 Focus Area # 5: Creative Entrepreneurship™

Business leaders must not be lacking in zeal and passion for the work that they do. In addition, business leaders must be creative and innovative in promoting their businesses. Only then will a business be transformed into an organization of social and economic value.

12. Organogram

Our functional organization is built around the focus areas of our company and includes complementary focus areas that allow our firm to provide holistic services to our clients. The human capital resources within the firm are then distributed accordingly based on the expertise of our consultants. Where a skill or knowledge or experience on an area is not available within the firm, we draw such from our strategic partners and, in this way, we ensure that any skill, knowledge or experience gap is seamlessly covered.



13. 7D MethodologyTM

We use a 7D methodology to ensure that the services, interventions and solutions that we recommend, deploy and deliver are customer-focused and customer-oriented. Businesses are not the same. Companies differ from one another. Organizations come in different shapes and sizes and pursue different visions. But, all of them work to create value for their stakeholders. We, therefore, make it our business to familiarise ourselves with a company and business that we work with before providing a solution or recommending a form of intervention. In this way we are able to provide personalised service and customized solutions to our clients.

Stage 1: Decide

Our process starts off with a consultation with the leaders of the organization. We present our service offering and value proposition to them. We also provide the leadership with requisite information to enable them to make a decision to engage our firm.

Stage 2: Define

Once a decision has been made to engage our firm further consultations take place between our firm and the leadership of an organization. The purpose of these consultations is to properly define the needs and requirements of the organization. Once this is done an engagement letter that defines the scope of work to be performed is prepared and signed by the leadership of the organization concerned.

Stage 3: Diagnose

The diagnosis stage entails the audit, review and assessment of the business health of the organization. This involves the conduct of a desk top due diligence evaluation of the organization. We also conduct a risk



assessment of the organization in order to determine the risk profile of the organization. A variety of documents on the organization are collected and reviewed. Site visits are conducted and our team may attend or observe selected business activities of the organization concerned in order to glean practical information about its operation and functioning.

Stage 4: Develop

This stage involves the development of a customized solution or intervention that addresses identified needs of the organization. This may include designing an appropriate training and development solution or developing a new strategy or conducting a vision clarification session or doing a strategic planning initiative or designing a conflict resolution intervention or coming up with an intervention to improve teamwork or developing any number of unique solutions and interventions that address the needs the organization in question. Throughout this stage the leadership of the organization is kept abreast of all developments and is involved in the development of an appropriate solution or the crafting of an appropriate intervention.

Stage 5: Deploy

This is the stage of deployment of the solution or intervention identified and agreed upon as appropriate. The duration of this stage depends on the nature and type of solution or intervention being deployed. Some solutions or interventions are of shorter while others are of longer duration. The objective of deployment is that the solution or intervention must take root and be firmly embedded in the spirit, soul and body of the organization in order for it to yield desired results. Hastily put together, micro-wave and drive-through-type solutions or interventions are nothing but a waste of precious time and resources. The solutions and interventions that we deploy must result in a paradigm shift in the way things have been done. They are designed to usher in a quantitative and qualitative change that takes an organization a new and higher dimension of operation and functioning.

Stage 6: Distil

This is the stage of consolidation and analysis of information received from stages 1 ton 5 above. We evaluate the entire service or intervention or solution recommended and deployed. We then produce relevant individual or consolidated reports as often as agreed upon with the client. Quantitative and qualitative data analysis methods are used and computer aided analysis is also done.

Stage 7: Disseminate

This is the reporting stage in terms of which prepared reports are presented to the client through appropriate client structures.

14. Fees & Disbursements

A fee is applicable for each stage of our involvement or engagement in accordance with our 7D Methodology. A consultation fee is payable for Stage 1. Needs assessment fees apply to Stage 2. Stage 3 attracts fees for business health audit and risk assessment. Stage 4 fees are solution and intervention development fees while Stage 5 fees are solution and intervention deployment fees. Stages 6 and 7 attract a combined fee for reporting. Generally, however, our fees are based on the amount of time spent on a matter. Our fees are adjusted depending on factors such as the complexity of the matter, the priority that a client would like us to accord to a matter, the expertise required to perform the matter, the type and nature of the matter, the speed with which the matter is completed and the extent to which our client's objectives



are met. We also consider and agree on a “flat fee” for an assignment. Such a fee is negotiated with a client in advance and ahead of an assignment, taking into account all surrounding circumstances and relevant factors. Our invoices distinguish between profession fees and disbursements. All disbursements are for the account of the client. We always do require a deposit to cover disbursements. Our fees are payable immediately upon receipt of an invoice or as soon as possible thereafter.

15. Professional work

Our services are personalized, our interventions are tailor-made and our solutions are customized. While a service or solution or intervention may be generic in nature, the actual design, structure, content, deployment, duration, substance and effect will differ from one company to another and from business to business and from business to business. It is for this reason that we emphasize, under Customer Services, that

“[w]ensure that the services, interventions and solutions that we provide are customer focussed and customer oriented. We make it our business to familiarise and acquaint ourselves with the business of our clients before determining the scope of our services or recommending an intervention or providing a solution. In this way we are able to provide personalised services, tailor-made interventions and customized solutions to our clients.”

15.1 Services

We offer a variety of services that fall within our combined knowledge, skills and experience. Some of these services include but are not limited to the following:

- Company and business formation
- Business branding and image development
- Commercial, legal and business risk assessment
- Regulatory compliance and statutory assurance
- Commercial legal advice, negotiation and drafting
- Corporate governance and company secretarial support
- Due diligence evaluations and forensic investigations
- Human capital recruitment and development
- Financial accounting and tax management
- Business training and skills development
- Business counselling, coaching and mentoring

The actual services rendered to a client often include a refined combination of any two of more of the above broad services based on a detailed needs and risk assessment conducted using our 7D Methodology (TM)

15.2 Interventions

Our interventions are determined in accordance with our 7D methodology TM. Our interventions include but are not limited to business growth and development, business process engineering, business optimization, business turnaround strategies, business reformation, leadership coaching, mentoring and counselling and business skills development. Our interventions will always address a variety of business and organizational challenges including but not limited to business and organizational structures, policies, values, systems, processes, procedures,

vision, mission, goals, objectives, aims, strategy, plans, budgets, functions, roles, duties, responsibilities, relationships, knowledge, skills, experience, creativity and innovation.

15.3 Solutions

Our business improvement and business enhancement solutions are custom-designed to address specific and identified business or organizational challenges in accordance with our 7D Methodology™

Our solutions packaged as off-the-shelf products, include but are not limited to the following:

- Business branding and image development solution
- Regulatory compliance and statutory assurance solution
- Business leadership training and development solution
- Business leadership coaching, mentoring and counselling solution
- Commercial legal solution
- Risk and compliance solution
- Governance solution
- Finance, accounting and tax management solution
- Human capital recruitment and development solution

These solutions are 360 degree initiatives designed to assist visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations to lead, direct, control and manage their businesses and organizations according to sound business principles, systems, processes and procedures. The solutions are designed to equip and empower visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations to become influential and life-changing business leaders operating transformational and pioneering businesses and organizations. The solutions seeks to impart practical and functional business and organizational information, knowledge, skills and experience to owners, directors and managers of emerging black businesses through scenario and case study teaching, counselling, coaching and mentoring methods. The ultimate objective is to ensure that visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations lead companies, businesses and organizations that excel in all areas and by all measures of business and organizational endeavour.

16 Community Social Responsibility

Good corporate citizenship requires that each company or business or organization should give back to the community within which it operates. It is a noble obligation for companies, businesses and organizations to contribute in their individual way and according to their means to the social and economic development of underprivileged individuals and communities in order to create a better life for all. We have created vehicles through which we can help companies, businesses and organizations to contribute meaningfully to the improvement of the life of ordinary people at grassroots levels.

16.1 **The Mustard Seed Foundation** is a community development trust that was established to support, promote and advance grassroots community development initiatives in Africa. Its vision is to create a better life for all by improving the standard of living and the quality of life of underprivileged individuals and communities in Africa. Its purpose is to source material and financial resources for capacity building, socio-economic development, moral and spiritual regeneration, skills training and development, infrastructural development, research and policy

development and audio-visual programs aimed at equipping, empowering and transforming the lives of underprivileged individuals and communities in Africa.

- 16.2 **The Applied Christianity Foundation** is a trust that focuses on equipping, empowering and transforming communities in Africa using the Word of God and working through the medium of churches, ministries and organizations that exist to promote the Kingdom of God. It targets women, young people and leaders in communities and seeks to equip, empower and transform them, on the one hand, through the agency of the Word of God and, on the other hand, through socio-economic development programmes, projects and initiatives.

We encourage companies, businesses and organizations to collaborate with us in furthering their corporate social responsibility objectives. Donations of corporate social responsibility funding into these trusts on terms and conditions mutually agreed upon is strongly encouraged. The ideal situation is for companies, businesses and organizations to contract us to manage their corporate investment, socio-economic and skills development funding.

17 School Of Thought Leadership™.

17.1 General

Our desire is to provide wisdom in leadership, governance, management, administration and entrepreneurship. We seek to provide leading insights into these areas, always coming up with cutting edge strategies that are divine and revelatory. We would like to be regarded as the leading source of applied knowledge when it comes to leadership, governance, management, administration and entrepreneurship. The STL is a platform for conducting applied research, generating, sharing and propagating leading multidisciplinary insights and cutting edge multidisciplinary knowledge on company, business and organizational leadership, governance, management, administration and entrepreneurship. The focus of the STL is applied research and development, dialogue, discussion and debate, articles, papers and publications touching on company, business and organizational leadership, governance, management, administration and entrepreneurship. The ultimate objective is to significantly contribute towards the improvement and enhancement of company, business and organization leadership, governance, management, administration and entrepreneurship through creative and innovative practical services, solutions and interventions.

17.2 Research & Development

The STL research and development efforts are geared towards conducting scholarly empirical research and producing scholarly empirical work the objective of which is to influence private sector, public sector and government sector thinking and decisions regarding policy and resource allocation in matters pertaining to company, business and organizational leadership, governance, management, administration and entrepreneurship.

17.3 Dialogue, Discussion & Debate

The STL also initiates, promotes and supports honest dialogue, robust discussion and constructive debate on issues and challenges faced by nations, companies, businesses and organizations in the spheres of leadership, governance, management, administration and entrepreneurship.

17.4 Articles, Papers & Publications

The STL seeks to release scholarly articles, papers and publications on national, company, business and organizational leadership, governance, management, administration and entrepreneurship. This allows the STL to share and propagate critical wisdom that will equip, empower and transform individuals in communities, communities in nations and nations in the world.

17.5 Documentaries

It is the objective of the STL to produce audio and visual products, content and material designed to highlight issues pertaining to company, business and organizational leadership, governance, management, administration and entrepreneurship.

18 Academy Of Business Studies™

21.1 General

The ABS™ offers an exclusive and unique twelve-month Kairos Time Leadership Development Programme™ to visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations. The programme teaches participants fundamental business and organizational leadership principles and equips them with applied business and organizational leadership knowledge, skills and experience that enable them to lead wisely, govern diligently, manage strategically and administer effectively and efficiently as astute entrepreneurs.

21.2 Structure

This flagship leadership training and development initiative is a structured 12X6X5 Programme™: It runs over a period of 12 months; it comprises an initial 6 months of teaching of fundamental business and organizational leadership principles; the principles are taught over 6 blocks; the duration of each block is 6 days running from Monday to Saturday; 6 modules are covered, one in each block, being leadership, governance, strategic management, administration, entrepreneurship and financial and tax management and the programme remaining 6 months are a practical research undertaken by each participant in relation to a business of their choice. All this makes the programme a 360 degree initiative. The programme runs over two semesters, January to June and July to December. You can register and start the programme either in January or June of each year. The first six months will comprise block teaching of the six modules and the remaining six months will constitute practical studies in line with the prescriptions of the academy.

21.3 Empirical Research

During their second semester programme participants undertake empirical research on a specific aspect of practical business and organizational leadership using their own company or business or organization as a case study. If a programme participant is not a visionary or leader or owner or director or manager of an existing and operating company or business or organization, the programme participant would have to be attached to a company or business or organization and conduct empirical research using the company or business or organization to which he or she is attached as a case study.

21.4 Counselling, Coaching and Mentoring

Continuous business and organizational counselling, coaching and mentoring is provided to programme participants during their second semester as they conduct empirical research on business and organizational leadership.

18.1 Short Duration Programmes

The ABS offers various short duration programmes. These programmes are designed to equip and empower visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations with fundamental knowledge and information about a specific area of business and organizational leadership. The following programmes are offered by the ABS as short duration programmes:

- Programme in Applied Business Leadership™
- Programme in Applied Business Governance™
- Programme in Applied Business Management™
- Programme in Applied Business Administration™
- Programme in Applied Business Entrepreneurship™
- Programme in Applied Financial & Tax Management™

18.2 Linked External Programmes

The ABS has identified accredited business programmes and business skills development courses that complement or supplement the programmes offered by itself. Some of these programmes and/or courses are offered by local or international universities of renown; others are offered by local or international professional business institutes; yet others are offered by various training and development SETAs in South Africa. It is a compulsory requirement that all Kairos Time Leadership Development Programme participants must simultaneously register for a relevant 12 month accredited programme or course as recommended by the Academy or as chosen by the programme participant and approved by the ABS. Programme participants of short duration courses are strongly encouraged but are not required to simultaneously register for a relevant accredited short programme or course offered by an approved business skills trainer.

18.3 Academic Support, Tuition and Study Assistance

The ABS provides expert and professional academic support, tuition and study assistance to university and college students and persons doing professional courses at various institutes such as CIS, CIMA, ACCA, IMM, ICM etc Although the ABS covers all fields of academic and professional study (subject to availability of a relevant resource), it has a specific focus on business related studies and it specialises in the subjects of law (in all its various permutations), strategic management, corporate administration, business leadership, entrepreneurship, marketing, risk management, corporate governance, business economics, accounting, corporate finance, compliance, tax, education, theology and related fields. In addition to face-to-face tuition and technology-aided tuition, the Academy provides dissertation or thesis or assignment or project research support, proofreading and editing, academic study counselling, coaching and mentoring and general research and study support. The support provided by the ABS covers bachelor's degree studies, honours' degree studies, masters' degree studies and PhD and doctoral studies.

Seminars & Workshops

In addition to long and short duration programmes, the ABS offers a variety of seminars, workshops and conferences designed to equip, empower and transform visionaries, leaders, owners, directors and managers of emerging businesses and growing organizations. Our seminars, workshops and conferences vary in duration. Our flagship business empowerment events are our Business Leadership Breakfast, Business Leadership Dinner and the Business Leadership Master Class. We also design and conduct in-house seminars and workshops on specific topics of interest to companies, businesses, organizations, churches and ministries. The seminars, workshops and conferences that we offer are designed to provide a hands-on and practical perspective on the subjects, topics and themes dealt with. Our seminars, workshops and conferences include but are not limited to the following:

- Business Leadership – How to become a *kairos* time business leader
- Business Governance – How to govern in a wise and diligent manner
- Business Management – How to manage strategically
- Business Administration – How to effectively and efficiently administer business
- Business Entrepreneurship – How to become a creative and innovative entrepreneur
- Business Meetings – How to hold productive, meaningful and effective meetings
- Business Conflict Management – How to manage conflict in a workplace
- Business Crime Risk Management – How to deal with white collar crime



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