

iThemba: Training & Development

COMPANY PROFILE

Mission Statement

iThemba is an Organisation dedicated to the Human Resources profession and committed to the effective management and development of all human potential, in accordance with sound values and principles.

FACTS

In order to achieve its stated mission and goals, *iThemba's* core business falls within the following areas: -

- PRACTICAL WORKSHOPS
- CONSULTANCY SERVICES
- TRAINING & DEVELOPMENT (Soft skills/Leadership)
- PEOPLE ASSESSMENT/PSYCHOMETRICS
- IN-COMPANY TRAINING

NOTE: iThemba: Training & Development and Counselling Services is an accredited Institution with the Services Sector Education and Authority. Accreditation Number: 0659.

iThemba is a Level 4 BBBEE contributor.

iThemba was registered in 1989 and has been in business now for 29 years conducting soft skills training & psychometric assessments.

iThemba - The Company

iThemba established itself as a Training and Development Consultancy early in 1988. Its initial focus was on Recruitment and Selection and Secretarial training. Subsequently, the demands to address a broader spectrum in Human Resources has shown tremendous growth and *iThemba* gained the necessary expertise to also make its own unique contribution in these areas.

Today, *iThemba* contract various competent and highly qualified personnel to address the total spectrum ranging from Recruitment and Selection, Training and Development to Counselling Services throughout Africa.

iThemba's mission is to make a significant contribution to the employment, development and well-being of the individual in order to optimise the true potential and growth of each individual in a culture free society. To date, *iThemba* assisted numerous major organisations in achieving its objectives with great success.

iThemba is totally committed to the upliftment of all previous disadvantaged populations and has already embarked on various successful advancement and empowerment programmes. Their office is currently situated Woodhill Residential Estate, East of Pretoria.

KEY PERSONNEL

MEMBER

1) **Ms Sarah Swanepoel – Managing Member**

Responsible for the day-to-day management of business

CONSULTANT

2) **Dr Hennie Swanepoel**

B.A. Hons (Psych), MA (Psych), D Phil (Psych) (Pretoria University)

Extensive experience in recruitment & selection as well as training and development since 1980. Registered with the Health Professions Council of South Africa as Industrial Psychologist. He has specialised in organisational development, leadership development, assessment centres, psychometric assessments, recruitment & selection, counselling, team building, interpersonal skills, stress management and various other programmes since 1985.

Areas of speciality: Various Soft Skills Training/Leadership development/Coaching as well as the running of Psychometric assessments for selection and development purposes.

SERVICES PROVIDED

iThemba is proud to promote its company's services and programs as a service to organisations who wish to employ and develop employees effectively. Our objective is to provide companies with a portfolio of services and development interventions which enhance organisational, group and individual performance, within the specific context and culture of each company or organisation.

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ADVANTAGES

Economical - Due to the extensive knowledge and expertise that iThemba has developed since its inception in 1988, advanced assessment and other related technologies can now be applied at an extremely economical rate.

Effective – All of iThemba’s assessment tools and programs have been extensively researched to prove its effectiveness beyond all doubt.

Exclusive – Interventions and services are customized to cater for your specific needs and therefore provide your organisation with staff that has the required skills and attitude to perform their responsibilities more productively. Hence your staff members are able to be effective in changing attitudes and behaviour.

CORE VALUES

iThemba accepts that,

- ❑ Within a multi-cultural and constant changing environment each individual has the right to employment and to develop according to his/her unique potential and aspirations.
- ❑ Each individual has the right to be treated with respect and personal dignity, irrespective of gender, race, culture or creed.
- ❑ Effective organizational and group functioning requires awareness and mutual understanding of the value and contribution each individual can offer.