

COMPANY PROFILE



Our business is to assist you to develop and grow yours



About Us

Seshni Consulting(Pty) Ltd is a 100% Black, Female owned and managed consulting company, that provides various outsourced services to clients that do not have the infrastructure, capacity and / or skills mix to provide such services in – house. **We are a Level 1 Contributor to the B-BBEE Scorecard.**

Our expertise includes the development and implementation of innovative, cost – effective, sustainable and best – fit management and skills development strategies and solutions that are focused on assisting our clients to develop and grow their businesses.

Our primary business is to manage and perform the outsourced non – core activities of our clients, freeing money, time and other resources which they can redirect towards their core business functions and activities, thereby enabling our clients to reduce costs and improve their bottom line. Our services are focused on ensuring that our clients comply with legislative requirements including, the Occupational Health and Safety Act, 1993; the Basic Conditions of Employment Act, 1997, as amended; the Employment Equity Act, 1998, as amended and the Skills Development Act, 1998, as amended.

Seshni Consulting (Pty)Ltd. works through a network of consultants, who are highly qualified and have vast experience in diverse fields in the private and public sectors as well as in academia. Each project / assignment is carefully analysed in terms of, *inter alia*, the business need(s) and capabilities required, and the consultant(s) with the best skills mix is assigned to manage the project(s). The caliber of our consultants, and their track records of delivering projects that are on time; within budget; according to client specifications and expectations and of the highest quality, is one of our fundamental strengths and provides us with a competitive edge.

OUR VISION

To be the partner, of choice, to companies that have taken the strategic decision to outsource their non – core activities.

OUR MISSION

The delivery of innovative, cost-effective, sustainable and best – fit management and skills development solutions that are designed to enable our clients to free up money, time and other resources which they can redirect towards their core activities and, in this way, develop and grow their businesses.

OUR CORE VALUES

**CLIENT
CENTRIC**

INNOVATION

**PERSONAL
ACCOUNTABILITY**

RESPECT FOR PEOPLE

INTEGRITY

QUALITY



We assist companies to remain focussed on their core business strategies and goals by performing their non – activities at a competitive rate, which is significantly lower than the in – house cost. Our network of highly experienced and qualified Consultants are equipped to provide your company with the following services on a semi-permanent (fixed number of hours per month) or on an ad hoc basis.

HUMAN RESOURCE MANAGEMENT

A growing number of small to medium enterprises in South Africa are outsourcing their Human Resources functions as a means to streamline their business functions while cutting costs. Management is thus relieved of the administrative burden that is associated with the management of human resources.

- Development and submission of Employment Equity Plans and Reports.
- Development, and review, of HRM Policies and Procedures.
- Recruitment of temporary, contract and permanent employees.
- Labour Relations Advise and Support.
- Performance Management System development and support.
- Payroll processing and administration.
- Vetting and Reference Checks.

SKILLS DEVELOPMENT

Skills Development is a crucial aspect of any successful business. Upskilling employees results in improved quality of work, increased productivity and promotes a sense of loyalty and commitment. By outsourcing your skills development functions, the saved time, effort, resources and energy can be redirected to core business functions.

- Conducting skills audits.
- Development and submission of Workplace Skills Plans and Annual Training Reports.
- Claims from the Mandatory Grant and applications for Discretionary Grants.
- Development of Training Material.
- Provision of training interventions, both accredited and non - unit standard aligned courses.
- Learnership, Apprenticeship and Internship support and management.

B – BBEE CONSULTING

More and more companies are prioritising the need for transformation in their businesses but need expert guidance, knowledge and support to progress effectively on their journey and to translate this into a favourable B – BBEE scorecard.

- Drafting of short, medium and long-term strategies to achieve the highest possible B – BBEE rating.
- Preparation of B – BBEE Verification File according to requirements.
- Attendance, and support, at pre – site visit and at verification site visit.
- Any representations and / or appeals that need to be made regarding the verification outcomes.

MARKETING

Marketing is key to business success. We provide professional, creative, innovative and personalised marketing solutions that are focussed on increasing brand awareness and sales.

- Development of Marketing Strategies.
- Branding.
- Advertising.
- Pamphlet and flyer distribution.
- Social Media Marketing.
- Content creation and editing of flyers, brochures and other promotional material.
- Market and Field Research and Surveys.
- Graphic design.

WEBSITE DEVELOPMENT

A website is the new shop front. It increases the visibility of your business and makes your business accessible 24 hours a day for consumers to view your products and communicate with you, online. A website also assists a business to establish credibility.

- Registration of Domain Name.
- Website Designing.
- Content research, creation, editing, maintenance and updating.
- Setting up and customising company profiles on social media, including facebook and twitter.
- Scheduling, posting and promoting content on social media.
- Search Engine Optimisation.

WHY DO COMPANIES OUTSOURCE THEIR NON – CORE ACTIVITIES?

Weakening economic conditions, in South Africa and globally, are forcing companies to rethink how they manage non - core business functions and activities in order to dramatically cut costs for purposes of remaining competitive and being able to survive, develop and grow. As a consequence, there is renewed and intensified interest in outsourcing non - core business functions and activities to reduce costs and improve the bottom line without compromising on legislative compliance requirements.

In addition to saving money on labour and operational costs, companies outsource for a myriad of reasons, including lack of in house capacity, skills, expertise and know-how; lack of in house infrastructure, resources and systems and to free up valuable time for employees to concentrate on the core business functions, which add value, and which are critical in terms of revenue generation.

BENEFITS OF OUTSOURCING YOUR NON – CORE ACTIVITIES TO SESHNI CONSULTING (PTY)

- Internal employees will have more time to focus on higher value tasks such as achieving targets, increasing sales and creating strategies for growth.
- The management team can re – direct their time, effort and energy on developing and growing your business.
- Your company will become leaner with less employees to manage, less office space and resources will be required, and systems and technology can be reduced in scale. This will further simplify the operations of the business and reduce cost. The resultant cost savings can be re – directed to growing your brand.



WHY YOU SHOULD PARTNER WITH SESHNI CONSULTING (PTY) LTD?

EXPERIENCED AND
HIGHLY QUALIFIED
PROFESSIONALS ARE
PART OF OUR TEAM OF
CONSULTANTS

WE CARE ABOUT
THE DEVELOPMENT
AND GROWTH OF
YOUR BUSINESS

WE DO OUR HOMEWORK
AND RESEARCH TO
PROVIDE OUR CLIENTS
WITH THE BEST ADVISE
AND SOLUTIONS

WE MAKE THE EFFORT
TO UNDERSTAND THE
NEEDS AND
CHALLENGES OF OUR
CLIENTS

WE ARE FLEXIBLE,
AGILE AND COST -
EFFECTIVE

GOING THE EXTRA MILE
FOR OUR CLIENTS IS THE
NORM RATHER THAN
THE EXCEPTION FOR US

With Seshni Consulting (Pty) Ltd., you are not just hiring another Consulting Company but partnering with experienced professionals who will not only meet, but exceed, your expectations – kindly, provide us with the opportunity to assist you to develop and grow your business and experience our quality competitively priced services

Need assistance to
develop and grow your
business?

Require more
Information?

Contact Us



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