



10 YEARS OF INNOVATION

**IN ECONOMIC & SOCIAL DEVELOPMENT
IN SOUTH & SOUTHERN AFRICA**

ABOUT UMHLABA

Based in Johannesburg and Durban, Umhlaba employs professionals and academics across a range of service areas. Our team is diverse, not only in its racial and gender combination but also in the skills and experience it brings to the projects we undertake. We also make use of associate consultants based through-out the country. Through our wide network, we are able to put together the best combination of skills required for any project as well as provide the necessary management skills to ensure an effective outcome.

Umhlaba's work is grounded in the development of South Africa and the Southern African region. We believe that all institutions – public, private or civil society – have a duty and a role in the development process. This commitment to development informs our business approach, our values and quest for innovation and excellence.

Central to our approach is the need to build the capacity of all institutions involved in the social and economic development process: government at all levels, parastatals, civil society organizations, international donors and business entities.

EQUITY PROFILE

STATUS	EQUITY	MANAGEMENT	STAFF
BLACK MALE	33%	20%	22%
BLACK FEMALE	51%	80%	78%
WHITE MALE	16%	0	0
WHITE FEMALE	0%	0%	0%

HDI: 84%

Female: 51%

White: 16%

UMHLABA

**PASSIONATE ABOUT
DEVELOPMENT, PEOPLE AND AFRICA**

MISSION



Umhlaba companies aim to promote effective delivery of development programmes and policy by supporting the plans and capacity building initiatives of government, non-state institutions and the client communities they serve.

OUR COMPANIES



UMHLABA IS MADE UP OF THE FOLLOWING COMPANIES

(UDS)

UMHLABA DEVELOPMENT SERVICES

(USS)

UMHLABA SKILLS SERVICES

(URS)

UMHLABA RURAL SERVICES

UMHLABA COMPANIES



UMHLABA DEVELOPMENT SERVICES (UDS)

UDS has a specific focus on working with government, civil society and the private sector. In addition, **UDS** works with international donor agencies, particularly in areas such as: social development policy and programming; HIV and AIDS; children, youth and gender; and, social economic research. Key focus areas are planning, monitoring and evaluation, organisational development, policy development, capacity building and training, diversity management and research. The emphasis is on building the capacity of organisations to implement development programmes and services.

UMHLABA SKILLS SERVICES (USS)

USS offers a range of services for human capital development and labour market policy development, research and planning. The emphasis is on assisting organizations and institutions, both public and private sector, to implement appropriate policies, systems and programmes to improve and increase the level of skills in the South Africa economy. Services include labour market policy research and policy development; human resources development (HRD) needs research and planning; systems development and implementation; project/programme implementation; curriculum planning and advice; and institutional development.

UMHLABA RURAL SERVICES (URS)

URS has a specific focus on rural development and land reform, and aims to assist government to develop and implement policies that benefit and sustain rural people in South and Southern African. Rural Local Government is a central focus of **URS's** work.

SOUTHERN AFRICAN DEVELOPMENT COMMUNITY (SADC)

Umhlaba believes that the solution to development challenges in SADC countries lies in approaches that increasingly focus on the region, taking into account the need for integration and collaboration. As a result, Umhlaba now works regionally and has developed experience in a number of countries in the region and in Anglophone Africa. Umhlaba has carried out regional civil society capacity-building projects that involved people from the region in all 13 SADC countries.

OUR SERVICES ARE OFFERED ACROSS ALL COMPANIES

MONITORING AND EVALUATION INCLUDING PROGRAMME AND PROJECT EVALUATIONS

All institutions need to measure their progress and impact, as well as learn from their practice, to ensure continuous improvement. Umhlaba designs appropriate monitoring and evaluation systems and conducts programme and project impact evaluations. We have the capacity to carry out large national programme evaluations and have developed the project management capacity, skills and technology to do so.

SOCIAL RESEARCH AND POLICY DEVELOPMENT

Umhlaba personnel and consultants have extensive research experience, which forms a critical foundation for all our clients' services. We maintain strong relationships with academics at leading institutions to complement our practical experience. This combination makes for more grounded quality research products. Our teams have contributed to policy development across government departments such as the Department of Labour, Human Settlement, Public Service and Administration, Women Youth Children and People with Disabilities, Rural Development and Land Reform, Justice and Constitutional Development.

PROGRAMME AND PROJECT FORMULATION MANAGEMENT

Designing appropriate programmes and projects to realise organisational strategies is key to achieving development goals. Umhlaba has extensive experience and tools-including log frame planning - to facilitate effective programme design and management. Organisations regularly outsource the management of programmes and projects to Umhlaba as a more efficient way to implementation. In addition to project management Umhlaba has also managed the funds that support these projects and has developed systems and expertise to do so.

INSTITUTIONAL AND HUMAN RESOURCE DEVELOPMENT

People are an organisation's most valuable resource. Ensuring that systems and strategies are in place to plan for and manage people to make sure that they are motivated and performing to optimum levels is key in any organisation. Umhlaba provides human resource support as well as related services such as strategic planning and general organisational development interventions.

OUR SERVICES ARE OFFERED ACROSS ALL COMPANIES

WEB BASED STAFF \ CLIENT SATISFACTION SURVEY

Umhlaba has over the years developed and invested resources in the development of a Web Based Satisfaction Survey. The web-based tool allows organisations to survey their organisational (internal) climate on the one hand and their clients (external) satisfaction on the other. The survey is anonymous so as to deal with any fears participants may have. The tool allows users to access the survey remotely and from anywhere in the world. Those that do not have access to the web can do the questionnaire manually or telephonically and Umhlaba staff will enter the data into the system. It produces user-friendly reports, which provide management with the interventions required to improve organisational performance.

ACCREDITED TRAINING AND CAPACITY BUILDING

Umhlaba Development Services is an accredited training provider having been awarded this status by the Service Sector Education and Training Authority. The focus of our training is to build management and systems capacity in government and non-governmental development role-players with a specific focus on project management, leadership, strategic management and people management.

Our trainers are experienced in the development and public sector and have excelled in training a range of role-players in South Africa and on the African continent on various development training programmes, customised to meet their specific needs.



Umhlaba offers both accredited and non-accredited training. In order to receive the accreditation for a course the training schedule has to be adhered to and participants must produce a portfolio of evidence to demonstrate their understanding and application of the theory.

Each course has a requisite number of hours allocated for theory, workplace application and self-study to produce the portfolio of evidence. This is submitted for assessment and moderation and if the participant's overall assessment is satisfactory, he/she receives a SSETA-accredited certificate.

The following courses are accredited through the Services SETA:

PLANNING FOR PROJECT MANAGEMENT
PROJECT SUPPORT AND ADMINISTRATION, INCLUDES HR
FINANCIAL MANAGEMENT FOR NON-FINANCIAL MANAGERS
PROJECT IMPLEMENTATION
MONITORING AND EVALUATION
MANAGING TEAMS
WRITING FUNDING PROPOSALS
RESEARCH AND REPORT WRITING
HUMAN RESOURCE MANAGEMENT
STRATEGIC LEADERSHIP

Participants that do not want to go through the accredited training will receive a Certificate of Attendance for any course attended.

Below is a selection of training programmes that are offered for this purpose:

FINANCE FOR NON-FINANCIAL PEOPLE
LOGICAL FRAMEWORK APPROACH TO PLANNING (LOG FRAME)
ADVOCACY PROGRAMME (theory and practice for civil society)
HUMAN RESOURCE MANAGEMENT
PROJECT MANAGEMENT
MONITORING AND EVALUATION
MANAGING TEAMS
PROPOSAL AND REPORT WRITING
STRATEGIC LEADERSHIP AND MANAGEMENT FOR NGO MANAGERS
STRATEGIC MANAGEMENT
BOARD OF GOVERNANCE TRAINING
POLICY DEVELOPMENT
PROGRAMME DEVELOPMENT AND PLANNING

UMHLABA DIRECTORS



ADVOCATE BRENDAN PEARCE
Chief Executive Officer: Umhlaba Group

Brendan Pearce

has 16 years experience in the development sector. Having started his career in the legal profession, he soon moved to become a key civil society leader as Executive Director of the National Land Committee both pre- and post 1994.

His career has taken him to a number of areas including development finance as a senior advisor at the Land Bank, in skills development in the manufacturing and local government sectors as the CEO of the Manufacturing Engineering and Related Services SETA and acting CEO of the Local Government and Water SETA respectively. These senior positions have all had a turn-around management focus, which is one key area of his expertise. His experience straddles civil society, government and the private sector.

Brendan together with one of the partners, Dave Husy, founded Umhlaba in 1999. He leads the Group, which is fast becoming the premier development consultancy in the SADC region. **Brendan** is a keen runner and has completed 4 Comrades' Marathons.

Brendan has a Bachelor of Arts and LLB Degree from the University of the Witwatersrand and has been admitted as an Advocate of the Supreme Court of South Africa.



MS. YASMIN TURTON –

Managing Director: Umhlaba Development Services

Yasmin (“Jessie”) Turton

is a well-known development facilitator and organisational development specialist with approximately 26 years experience.

Yasmin’s experience includes having worked in countries such as India, Mauritius and the Middle East, as well as a number of countries in the SADC region and in Anglophone Africa. Within South Africa, **Yasmin’s** experience also includes work with national, provincial and local government as well as a variety of NGOs across different sectors such as gender and women, HIV and AIDS, land, children, youth and labour. Her key focus areas are in conducting evaluations and reviews, organisational development, capacity building and training, and providing executive support, especially to women in leadership positions. **Yasmin** is an accredited capacitor trainer. Capacitor training deals with alternative approaches to dealing with trauma and stress management.

Yasmin Turton has completed a Masters in Social Science (Community Development). She is a qualified Social Worker; having obtained a Higher Diploma in Advanced Social Work Practice from the University of the Witwatersrand. She also has a Diploma in Youth and Community Work from the University of Birmingham and a Certificate in Capacity Building for Development Managers from Cranfield School of Management in the United Kingdom.



MS. SEBOLELO NOMVETE –

Managing Director: Umhlaba Skills Services

Sebolelo Nomvete

has over 26 years experience as both practitioner and policy specialist in Education, training and skills development.

Since the 1990s, in various capacities, her work has focused on contributing to or leading the transformation and implementation of education, training and skills development policies and systems. She has held senior management positions within government having been Director at the South African Qualifications Authority, Department of Labour and CEO of MAPPP-SETA. She also has worked in other African countries. **Sebolelo** is a keen music lover and is passionate about live theatre.

Sebolelo has a Bachelor of Arts from the University of Zambia, a Post Graduate Certificate in Education (PGCE) from the University of Lesotho and a Master of Education from Leeds University in the United Kingdom.



MR. DAVE HUSY - Director: Umhlaba GROUP

Dave Husy

is a senior specialist in strategy review and development in Africa.

His experience is focused on rural development and governance with extensive experience of working on policy and programmes related to civil society and development donors in South and Southern Africa. **Dave** is techno-junky and a keen soccer player.

Dave Husy has a Masters in Development Studies from the University of the Witwatersrand and is presently engaged in a PhD study with a focus on development finance.



MS. LULU MAKAPELA – Director: Umhlaba GROUP

Lulu Makapela

is the operations manager of the Umhlaba Companies.

Lulu Makapela started out her career as a financial officer at the Funda Centre, now known as the Funda Community Centre based in Soweto. **Lulu** has occupied various senior positions including serving on the board of the National Land Committee and later moving over to Umhlaba Development Services as a financial Consultant.

Lulu is the President of the Adventist Woman Ministry and is a Choral and Alto-Soloist in her church. **Lulu Makapela** has a certificate in Business Management from the University of South Africa.



MS. NICKY OMAR - Director: Umhlaba GROUP

Nicky Omar

has 14 years experience in the management and coordination of development projects.

She provides project management and coordination for the group's larger research surveys and project evaluations. **Nicky** also provides training and support to NGOs on various strategic management functions. **Nicky** loves music and is keen mosaic hobbyist.

Prior to joining Umhlaba, **Nicky** held management positions in a number of development organizations'.

UMHLABA CLIENTELE

SELECTION OF CLIENTS WE HAVE WORKED WITH – SOUTH AFRICA

National Department of Social Development	AIDS-Law Project
Department of Rural Development and Land Reform	Positive Muslims
Department of Agriculture, Forestry and Fisheries	Women on Farms
Public Service and Administration	The Topsy Foundation
Department of Water and Environmental Affairs	Independent Development Trust
City of Johannesburg	Nelson Mandela Children's Fund
Department of Human Settlement	World Organisation of Scouts Movement
Gauteng Provincial Government Premier's Office	Surplus Peoples Project (SPP)
Commission for Gender Equality (for Civil Society Advocacy Programme (CSAP)	Centre for the Study of Violence and Reconciliation (CSVSR)
Human Rights Commission (for Civil Society Advocacy Programme (CSAP)	North West Province-NGO Coalition
Office of the Public Protector (for Civil Society Advocacy Programme (CSAP)	Presidents Award – Ready Programme
Services SETA	People Opposing Women Abuse (POWA)
Central Johannesburg College	Midrand Eco City
North West Expanded Public Works Programme	National Land Committee (NLC)
Transport Education and Training Authority (TETA)	Matthew Goniwe School of Leadership and Governance
LGW – SETA	Youth Development Network
Metal Engineering and Related Services SETA	World Vision
Ekurhuleni Metro Council	Tshwaranang Women's Legal Advocacy Programme
Correctional Services	Thembalabantu Community Resource Centre
Mpumalanga Economic Growth Agency - MEGA	Kagiso Urban Management
Johannesburg Bar Council	Centre for Public Service Innovation
Clothing, Textile, Footwear and Leather SETA	Are-Ageng
Education Training and Development Practitioners SETA	Black Sash
KZN Department of Economic Development	Open Society
Total South Africa	Doctors without Borders
Nampak Metal Cluster	Freedom of Expression Institute
Land Bank	SA Catholics Bishops Conference
Ministry of Science and Technology	Reproductive Health Research Unit
Land Restitution Council	Heritage Agency

Gauteng Department of Economic Development	Rural Development Service Network
Care South Africa	Anti-Discrimination Forum
Land and Agricultural Bank of Southern Africa	NISAA – Women Leadership and Development
Human Rights Foundation	South African Council of Churches

SELECTION OF CLIENTS WE HAVE WORKED WITH - INTERNATIONALLY

Plan Australia	Rosa Luxanburg Foundation
HIVOS	International Labour Organisation (ILO)
Atlantic Philanthropies	Horison T3000
CordAid	Novib Holland
Irish Aid	Interfund
Government of Zambia	Joseph Rowntree Charitable Trust
Africa Groups of Sweden	Royal Netherlands Embassy
Department for International Development (DFID)	Oxfam Belgium
Australian Aid	Bread for the World
European Union	SADC-Civil Society NGO Coalition
Southern Africa Trust (SAT)	Flanders
Austrian Development Agency	Charles Steward Mott Foundation
USAID	Diakonia Sweden
Belgium Government	Norwegian Church Aid
Philipps University of Marburg - USA	Alliance 2015 Yelula Programme
Oxfam International	UNICEF
Malawi Safety, Security and Access to Justice	Belgium Technical Cooperation
Care Austria	Save the Children Mozambique



COUNTRIES IN WHICH WE HAVE HAD ASSIGNMENTS

- ✓ Angola
 - ✓ Botswana
 - ✓ Democratic Republic of Congo
 - ✓ Ethiopia
 - ✓ Ghana
 - ✓ India
 - ✓ Kenya
 - ✓ Lesotho
 - ✓ Mauritius
 - ✓ Malawi
 - ✓ Mozambique
 - ✓ Namibia
 - ✓ Nigeria
 - ✓ Swaziland
 - ✓ Tanzania
 - ✓ Uganda
 - ✓ Zambia
 - ✓ Zimbabwe
- 



Contact us!

GAUTENG

EMAIL : main@jhb.umhlaba.com
TELEPHONE : +27 11 482 6220
FAX : +27 11 482 7370
POSTAL ADDRESS : PO Box 30982, Braamfontein, 2017
PHYSICAL ADDRESS : 17 Boulogne Road, Richmond, 2092

Kwa-Zulu Natal

EMAIL : kzn@dbn.umhlaba.com
TELEPHONE : +27(0)31 562 1141
FAX : +27(0)86 530 5714
PHYSICAL ADDRESS : 84 Armstrong Avenue, La Lucia, Durban, 4051

www.umhlaba.com

