



COMPANY PROFILE

Transforming people,
organisations and
communities.

WHO WE ARE

Knowledge that builds capability

A South African partner for people, workplace and enterprise development.

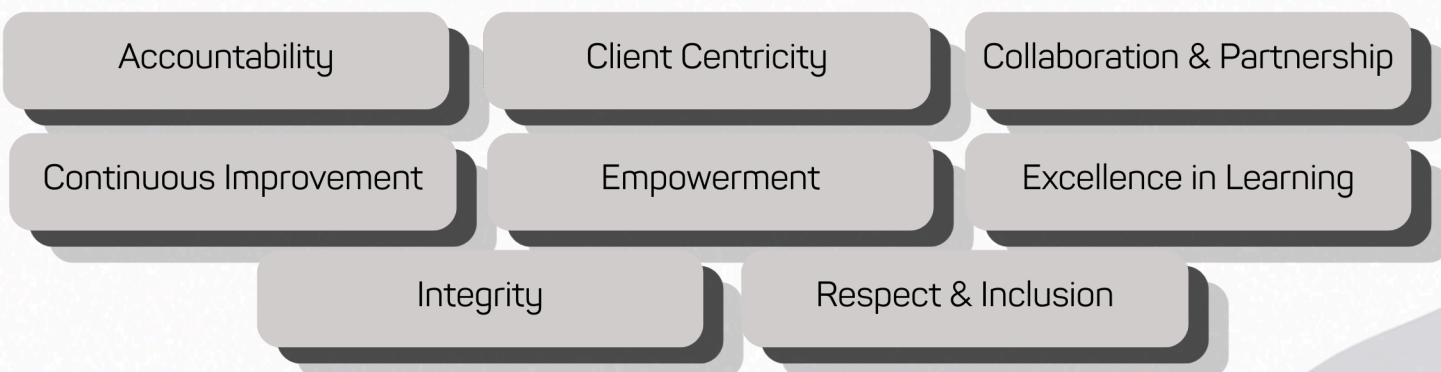
Minda Empowerment Solutions (Minda ES) is a 100% black woman-owned human capital and business development solutions company established in 2016. Based in Pretoria, Gauteng, we serve clients across all nine provinces of South Africa.

We specialise in Human Resources Consultancy, Learning & Development, and Small and Micro Enterprise (SME) Development & Support. Our solutions are practical, client-focused and designed to strengthen capability, improve performance and support sustainable growth.

ESTABLISHED 2016	OWNERSHIP 100% Black Woman-Owned	FOOTPRINT National
BASE Pretoria, Gauteng	SECTORS Public & Private	APPROACH Client-Centric

At the heart of our work is a commitment to humanising the workplace and empowering people and businesses to thrive. We partner with organisations to develop people, strengthen organisational capacity and implement solutions that respond to real workplace and business challenges.

Our Values



ABOUT US

Built on knowledge. Driven by impact.

Minda is an English name associated with knowledge and wisdom principles that are at the heart of who we are and what we do.

Minda ES was established with a commitment to advance knowledge, develop people and strengthen businesses. We believe that knowledge creates opportunity, builds capability and enables individuals, organisations and communities to grow.

Our work is centred on human capital development, learning and development, and small and micro enterprise development and support. Through consulting, training, capacity building and business support, we turn knowledge into capability, capability into performance, and performance into sustainable growth.

OUR VISION

To be a trusted partner for people and business transformation, developing capable individuals, high-performing organisations and sustainable enterprises equipped to thrive in an evolving economy.

OUR MISSION

To empower individuals, organisations and entrepreneurs through innovative, practical and client-focused human capital, learning and business development solutions that build knowledge, strengthen capabilities, unlock potential and create opportunities for sustainable growth.

OUR SOLUTIONS

Integrated services for people and business growth

1. Human Resources Consultancy

Strategic and practical HR solutions that strengthen organisations, optimise workforce performance and support sustainable growth. Services include HR strategy and policy development, recruitment and talent management, performance management, employee relations, organisational development, restructuring and change management.

2. Learning & Development

Accredited, competency-based and performance-driven learning solutions designed to build knowledge, improve workplace capability and support recognised skills development. We deliver learning programmes, learnerships, internships, work-integrated learning, short courses, employee development and capacity-building programmes.

3. Small and Micro Enterprise (SME) Development & Support

Practical business development solutions for small and micro enterprises, entrepreneurs and informal traders. We support business administration and compliance, entrepreneurship development, business planning, mentorship, capacity building, tender and funding readiness, and enterprise development initiatives.

4. Bidding & Funding Application Support

Structured support for businesses and organisations seeking procurement and funding opportunities. We assist with opportunity reviews, requirement analysis, document preparation, compliance checks, application forms, proposal development, pricing and budget support, and final submission reviews.

OUR APPROACH

Way of Work

At Minda ES, we believe effective solutions begin with understanding our clients, their environment and the outcomes they want to achieve. Our approach is collaborative, practical and results-driven. We work closely with clients throughout the service delivery process to ensure that solutions are relevant, responsive and aligned with organisational requirements.



Understand We engage with our clients to understand their needs, challenges, objectives and operating environment.

Design We develop practical, tailored solutions aligned with the identified needs, applicable requirements and desired outcomes.

Implement We translate plans into action through structured, professional and client-focused service delivery.

Monitor We track implementation, progress, quality and emerging challenges to ensure that delivery remains aligned with agreed objectives.

Evaluate We review outcomes, identify lessons and provide recommendations that support continuous improvement and sustainable impact.

OUR VALUE PROPOSITION

Why Choose Minda ES

Minda ES combines professional expertise with practical implementation experience to provide solutions that respond to the realities of our clients. We recognise that every organisation, project and business is different; therefore, our services are tailored rather than based on a one-size-fits-all approach.

Our value is built around:

- **Client-Centred Solutions:** Services designed around the specific needs and objectives of each client.
- **Practical Experience:** An implementation-focused approach informed by experience across learning and development, human capital and business support environments.
- **Compliance Awareness:** Solutions developed with consideration for relevant legislative, regulatory and industry requirements.
- **Quality & Professionalism:** A commitment to consistent, ethical and professional service delivery.
- **Responsive & Flexible Delivery:** The agility to respond to changing client, project and operational requirements.
- **End-to-End Support:** From initial consultation and planning through implementation, monitoring and close-out.
- **National Reach:** Capacity to support clients and projects across South Africa.
- **Partnership Approach:** We work collaboratively with clients, partners and stakeholders to achieve meaningful and sustainable outcomes.

OUR CLIENTS

Who We Serve

Minda ES provides solutions to organisations and businesses across the public, private and development sectors. Our services are adaptable to different organisational sizes, industries and stages of development.

Private Sector: Corporates, established businesses, SMEs, start-ups and emerging enterprises seeking human capital, workforce development and business support solutions.

Public Sector: National and provincial government departments, municipalities, public entities and State-Owned Enterprises requiring capacity building, training, project support and organisational solutions.

Small & Micro Businesses: Entrepreneurs, SMMEs, informal traders and emerging enterprises requiring practical business development, compliance, bidding and funding application support.

Education, Training & Skills Development: SETAs, Skills Development Providers, educational institutions and organisations implementing learning, skills development and workforce development initiatives.

Non-Profit & Development Sector: NGOs, NPOs, community-based organisations and development partners implementing social, community and economic empowerment programmes.

Industry & Representative Bodies: Employer organisations, industry associations, professional bodies and other sector-based organisations seeking customised development and capacity-building interventions.

Together, these sectors reflect Minda ES's commitment to empowering people, strengthening organisations and supporting sustainable business and community development.

LEARNING PROGRAMMES

Minda ES is an accredited Skills Development Provider (SDP) with the Quality Council for Trades and Occupations (QCTO). We offer a range of credit-bearing and non-credit-bearing learning programmes designed to support individual development, workforce capability and organisational performance. In addition to our existing programme offerings, we design and customise learning solutions to meet the specific needs, objectives and operational requirements of individuals and organisations. Explore some of our programmes below.

- Occupational Certificate: Sales Assistant (General) (Retail Sales Advisor)
- SME (Small, and Medium Enterprises) Development and Support
- Informal Traders and Micro Enterprises Development (ITAMED) Programme
- Employment Equity (EE) Committee and Diversity Training
- Project Management Fundamentals
- Basic Computer Skills Training
- Advanced Computer Skills Training
- Practical Bidding & Funding Training
- Gender-Based Violence Awareness



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