

TRANSERA



— *Bringing Movement to Human Capital across Africa*



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# Executive Summary

In both the public and private sectors around the world, **diversity, equity, and inclusion** are at the top of many organisations' lists of priorities. In South Africa, where the history of exclusion is still pervasive, DEI is particularly significant. While South African government has taken some steps to address this problem, there hasn't been enough progress, and many organisations still struggle to diversify their workforces.

Although representation has advanced slowly, a few firms are making significant progress. A careful examination of these diversity award winners reveals that advancement requires a methodical, business-led strategy and aggressive, coordinated action on inclusion.

**"Today's greatest problem for the entire society is fostering diversity, equality and inclusion. Businesses, and more specifically People development and management, may make a substantial contribution in this area by emphasizing workplace diversity and inclusion policies and practices".**

**Ms. Athi Mbele, Chief Igniter : TransEra Solutions**

TransEra Solutions is an **exclusively** black woman owned business and therefore a major advocate for DEI in the workplace, particularly in the People development and management industry. Whilst there have been strides made to bridge the gap for the lack of DEI talent in the workplace, there is a long way to go before those steps can be seen as significant and until then we will work tirelessly and intentionally at ensuring we continue playing our part in bridging that gap and ultimately becoming DEI pioneers in Africa.

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**”A disconnect between what the company says and the progress it is making on the ground *can* seriously erode credibility both inside and outside of the organization, and further contribute to a lack of experienced inclusion.”**

Ms. Athi Mbete

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TransEra Solutions is not just another consultancy; we are a beacon of transformation, guiding individuals and teams from the realm of ordinary to the heights of extraordinary. As specialists in Diversity, Equity, and Inclusion (DEI), we are dedicated to revolutionizing the Recruitment and Executive Search landscape in South Africa and Africa at large, ensuring that companies harness the power of diversity to build dynamic and innovative workforces.

# About us

Our approach is anything but conventional. We offer a bespoke Recruitment and Executive Search services, meticulously crafted to foster highly effective Equal Employment (EE) strategies and candidate attraction. By dismantling barriers and advocating for fairness in the hiring process, we redefine the essence of Equality, Diversity, and Inclusion, both for individuals and organizations alike.

At TransEra Solutions, we excel in identifying and recruiting top-tier equity talent for pivotal roles within your organization. We traverse boundaries and borders to uncover the elusive "sparkling unicorns" of your industry, ensuring that your talent pool reflects the rich tapestry of human potential. Our track record speaks volumes – boasting a placement rate of 100% for Black Executives, inclusive of African, Coloured, and Indian professionals.



# Our team

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Touching the pulse of our clients' needs and crafting cutting-edge talent solutions that transcend tradition, we forge a new path towards inclusive excellence. In doing so, we not only create opportunities for talent and teams but also shape the future, where diversity and inclusion stand as pillars of success.

Our esteemed team comprises specialists boasting over 16 years of collective experience in Diversity, Equity, and Inclusion (DE&I) Recruitment, Executive Search, and Board Placement. With an intimate understanding of our clients' industries, organizational dynamics, and corporate cultures, we navigate competitive landscapes, strategies, and value propositions with finesse.

Our expertise spans across diverse sectors, including FMCG, Oil & Gas Finance & Insurance, Higher Education, Retail, Banking, Mining, and other pivotal industries across Africa and globally. With comprehensive recruitment experience across all professional silos, we stand prepared to address diverse needs and challenges.

***Our aim is to deliver world-class solutions, including swift turnarounds tailored to clients requirements — an approach we fondly refer to as "Pulling sparkles out of a unicorns bum"***







# Our values

**SERVE • ENRICHMENT • RESILIENCE • WORLD-CLASS • HUMAN-CENTRIC**

We understand the importance of values to an excellent organisation. Our values provide the frame of reference for the way we work together internally and with our clients and our candidates. Our Values speak to our dedication as a service-driven organisation and these are:

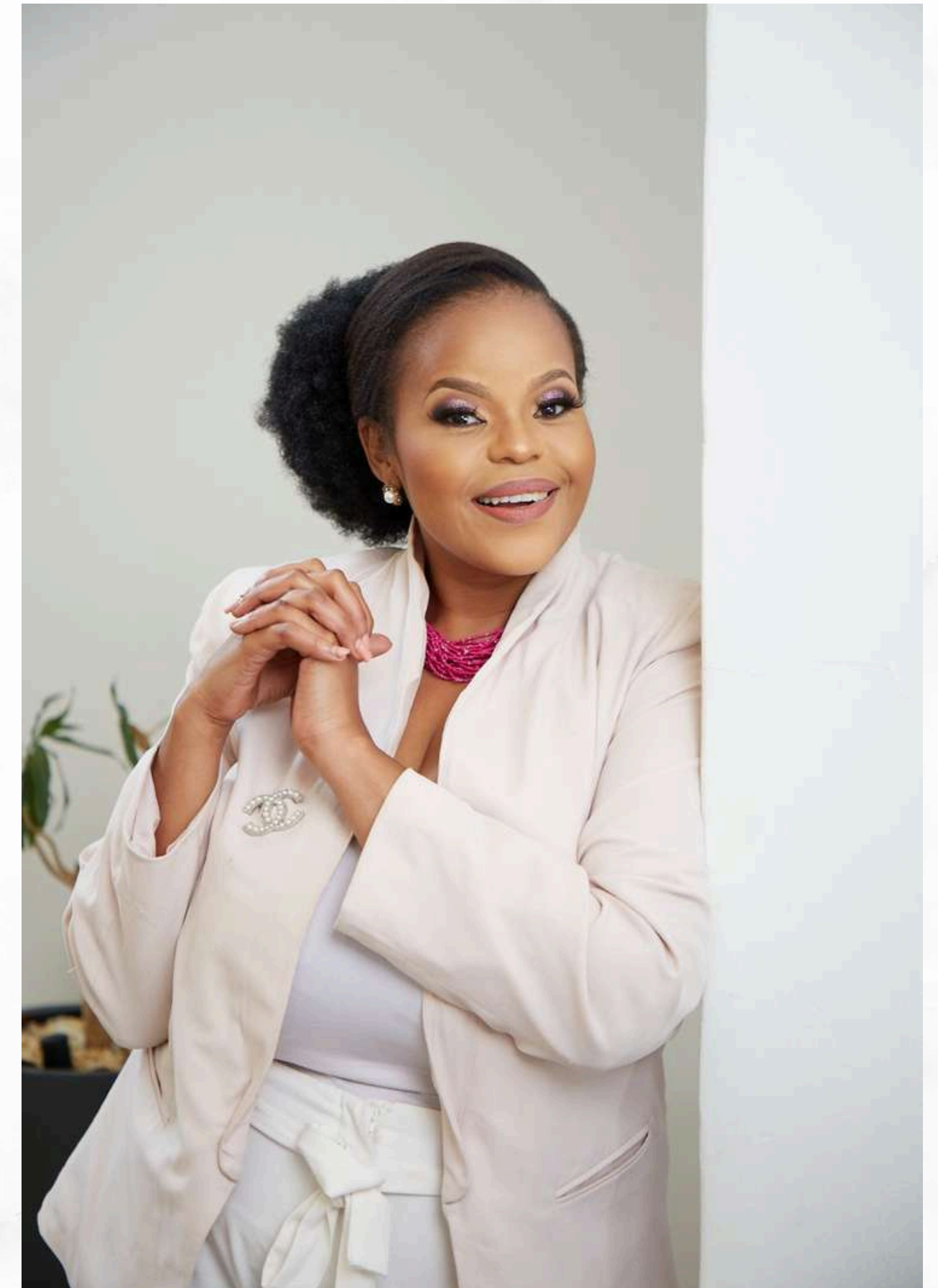


# The Founder

It's in midst of darkness that creation takes place, that a seed germinates therefore I had to allow myself, the business, the vision to die in order to resurrect and be reinvented because the old me, the old business model, the old, initial vision had served its purpose therefore I had to reinvent Athi, I had to reinvent the vision and the business model for this burgeoning era bursting at the seams and during this process, a new "baby" which I was pregnant with for a long time was birthed TransEra Solutions; a People-Development consultancy that moves people, teams from ordinary to extraordinary.

It's an approach which treats people as geniuses because we speak to the part of you that already knows this and more so to wake it up and help it come forward in this new dispensation. I am a healer, here to impart and impact people and moreso align people with their respective careers and opportunities. TransEra isn't just an organization; it's a dynamic vehicle for change, a beacon of hope that resonates across borders and cultures. Born from a collective dream of transformation, TransEra transcends geographical boundaries to serve as a catalyst for impactful change. As TransEra surges forward, its influence grows like ripples in a vast ocean. With every endeavor it undertakes, it weaves a tapestry of change, each thread representing a life touched, a barrier broken, and a future reshaped. Its footprints, though still forming, are destined to be imprinted on the sands of time, a testament to its commitment to driving impact.

**Today I give my life, my business from a new plateau and I invite you to journey with us at TransEra Solutions"**







## The TransEra Approach

We believe that companies are different whether small or big, therefore why should solutions be the same? Therefore, we take the time to understand what our clients' people-development needs are and design solutions to fit their specific need.

**But we do not stop there. We're always thinking about the future . We solve the problems of today and pave the way for long-term growth and efficiency.**

We work collaboratively with our clients from developing a vision and strategy that sets your direction, to engaging your staff in implementing practical changes that really make a difference to your business. As we work together, we also transfer our skills to your people, *ensuring that the changes you make can be sustainably maintained by your own internal experts.*



# Our Culture

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It takes great people to do great work. We continue to build a home for curious minds. TransEra Solutions has an entrepreneurial culture that allows its employees to follow their passions whether that is to grow a business line, lead an internal initiative or gain more project responsibility.

Where there is a will, there is a way and people at TransEra have amazing opportunities to expand their experience. Inspiring and Collaborative (Unleashing leaders). The members of our team including our Training Partner experts have brought substantial expertise into the business.





# Inclusive Leadership

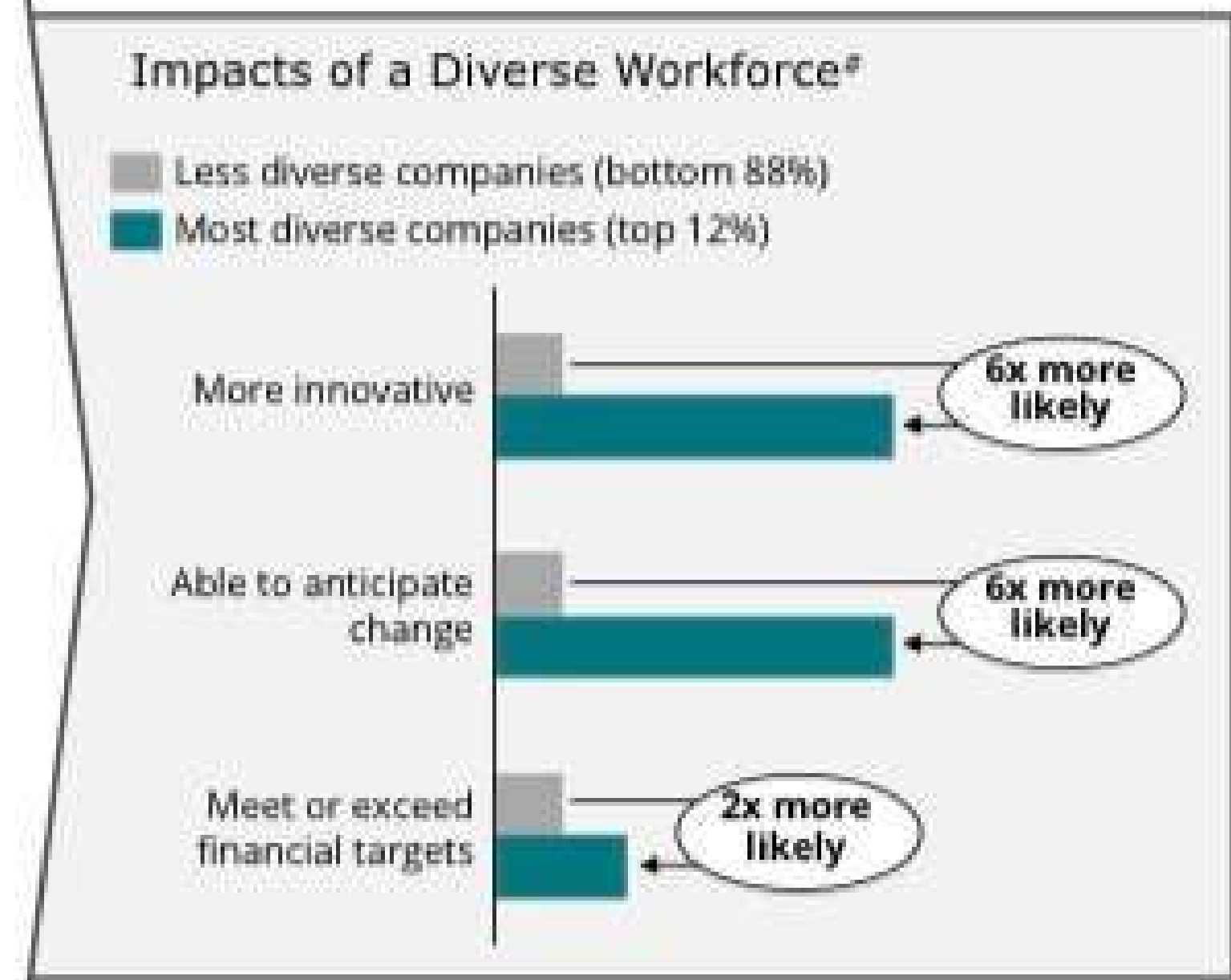
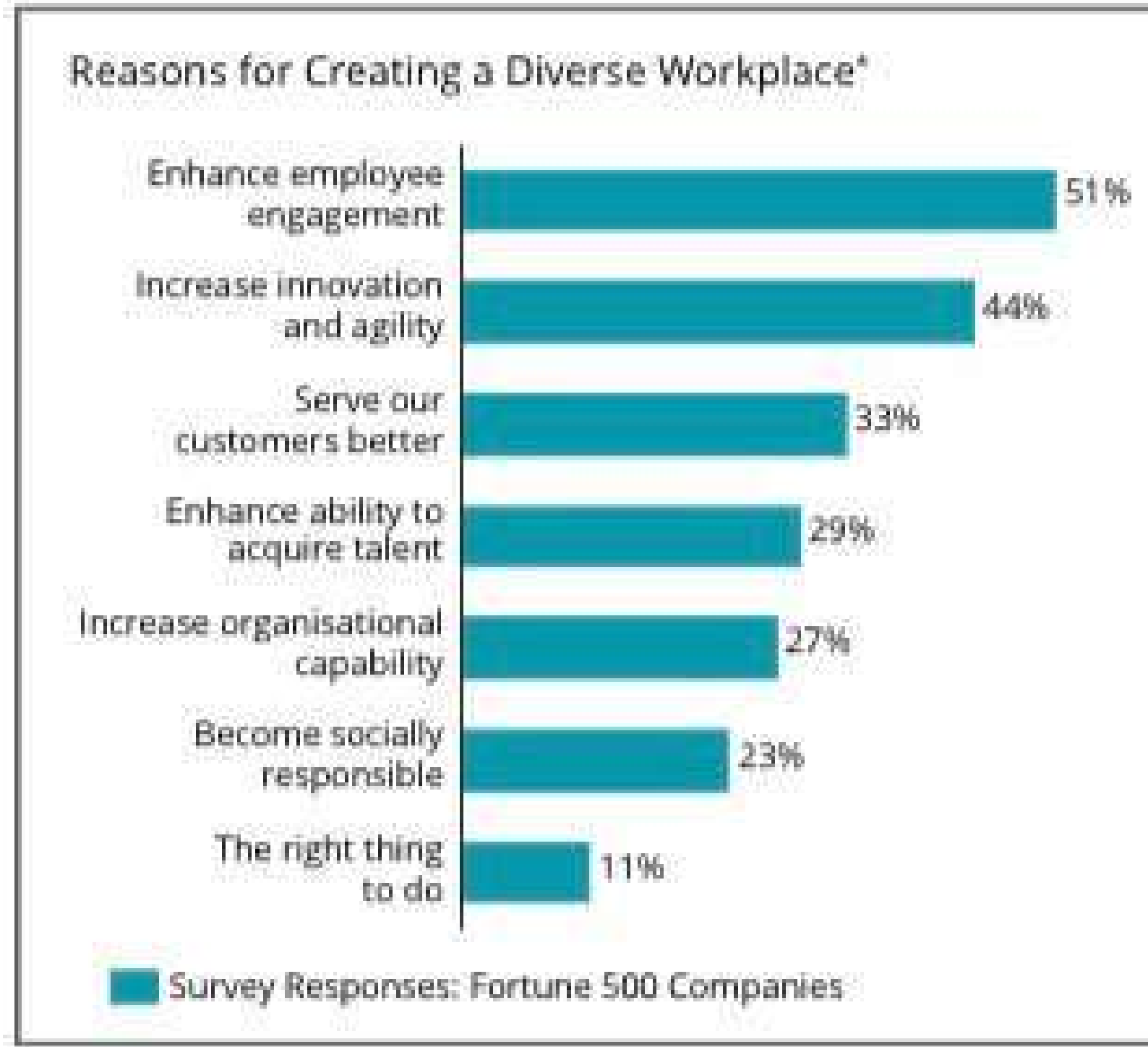
The values of inclusion and diversity form the basis of management control. The tick-box mentality that puts the achievement of short-term compliance requirements ahead of commercial value, however, frequently rules the narrative. These don't always represent trade-offs. Viewing transformation through a value beyond compliance lens and recognising DEI as a possible source of competitive advantage is essential to the success of any DEI initiative.

The required culture shift and genuine DEI can be brought about with the correct mindset, leadership, and systematic approach. Understanding the challenges of promoting DEI at work can be made easier with the help of business planning principles. While ensuring an equitable and high-performing workforce that generates greater shareholder value, businesses need to be clear on where they may invest disproportionately to have disproportionate effect.

Why is diversity so challenging to implement if it is good for business? Any workplace DEI program must have committed leadership at the very top to succeed. Without this kind of leadership, good intentions won't get past the planning stage. To reduce the gap between what is said and the actual impact created, CEOs in particular must assume responsibility and impose accountability at all levels. It is never simple to get outcomes; decision-making involves commitment, focus, and solid evidence.



# DEI Strategy





### ***Make sure varied talent is represented.***

This continues to be a crucial inclusionary factor. The advancement of diverse talent into executive, managerial, technical, and board positions should be a company's top priority. They should be careful about which types of multivariate diversity to highlight (for instance, expanding beyond gender and ethnicity), and they should make sure that there is a strong, unique business-driven case for DEI that is widely supported. Additionally, they must establish the proper data-driven goals for the representation of varied talent.

### ***Boost DEI leadership accountability and capacity.***

Beyond their HR divisions or the heads of employee resource groups, companies should put their core business executives and managers at the center of their DEI efforts. Additionally, they must more firmly uphold inclusive leadership skills among both their managers and executives.

### ***Promoting equality of opportunity***

justice and openness. In order to achieve true meritocracy, businesses must make sure that everyone has an equal opportunity for progress. Businesses can use analytics tools to increase visibility into how open and equitable their compensation and promotion procedures are. They should seek to meet diversity goals across long-term workforce strategies and de-bias these processes.

### ***Encourage transparency and address micro-aggressions.***

Companies should have a zero-tolerance policy against discriminatory behaviour, such as harassment and bullying, and aggressively train managers and employees to recognise and respond to micro-aggressions. Norms for what defines open and inviting behaviour should also be established, and leaders and staff members should evaluate one another's lifestyles.



# *Our* SERVICES



# RECRUITMENT

Temporary, Contract, Permanent & Bulk Placements

At Transera Solutions, we believe that the right talent is key to making companies thrive. We partner with our clients to identify and recruit top-tier talent that embodies diversity and inclusion for their critical positions. Our strong network and access to decision-makers allow us to connect with exceptional candidates who can drive innovation and contribute to our clients' long-term success. We cater to a wide array of clients, from global corporations and public sector organizations to not-for-profit agencies, SMEs, and family-owned businesses across various industries.

No matter the challenge, our goal is to deliver tailored recruitment solutions that give our clients a competitive edge in today's fast-paced market. Whether you aim to enhance efficiency, foster growth, or expand your team's capabilities, we are dedicated to swiftly sourcing talented professionals who can make a meaningful impact and help you realize your business ambitions.





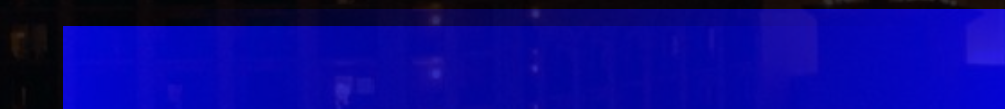
# HEADHUNTING AND EXECUTIVE SEARCH

People make companies successful. We provide our Clients with comprehensive support in identifying and recruiting the echelon of diversity and inclusion talent for their key positions. In executive search, personal contacts, seniority, experience and overview are what count.

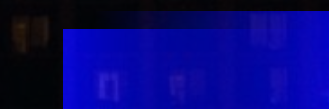
We have a resilient network and access to relevant decision-makers as well as excellent personalities. This is how we find people who develop companies, drive innovation and sustainably secure and expand our clients' success. We manage executive recruitment for a diverse range of clients, including global corporations, public sector and not -for-profit agencies, plus a great many SMEs and family owned businesses across diverse industries. And whatever the challenge, our aim is always to deliver a solution that gives our clients a genuine edge in an increasingly competitive environment. Whether your objective is to drive efficiency or promote growth, to consolidate or diversify, we'll quickly source talented leaders with the expertise and experience to deliver bottom -line impact and help you achieve your ambitions.



Executive Teams Globally



77% Men



23% Women



## EXECUTIVE COACHING

At TransEra Solutions, a key component of our placement process is providing Executive Coaching for successfully placed Black candidates. This initiative is designed to help them fully immerse themselves in their new roles. We pair each candidate with accredited Leadership Coaches for a 6-month period, ensuring they receive tailored support as they transition into their positions. This commitment not only enhances their professional development but also contributes to their long-term success within the organization.

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# Elevating Leadership

TRANSERA SOLUTIONS

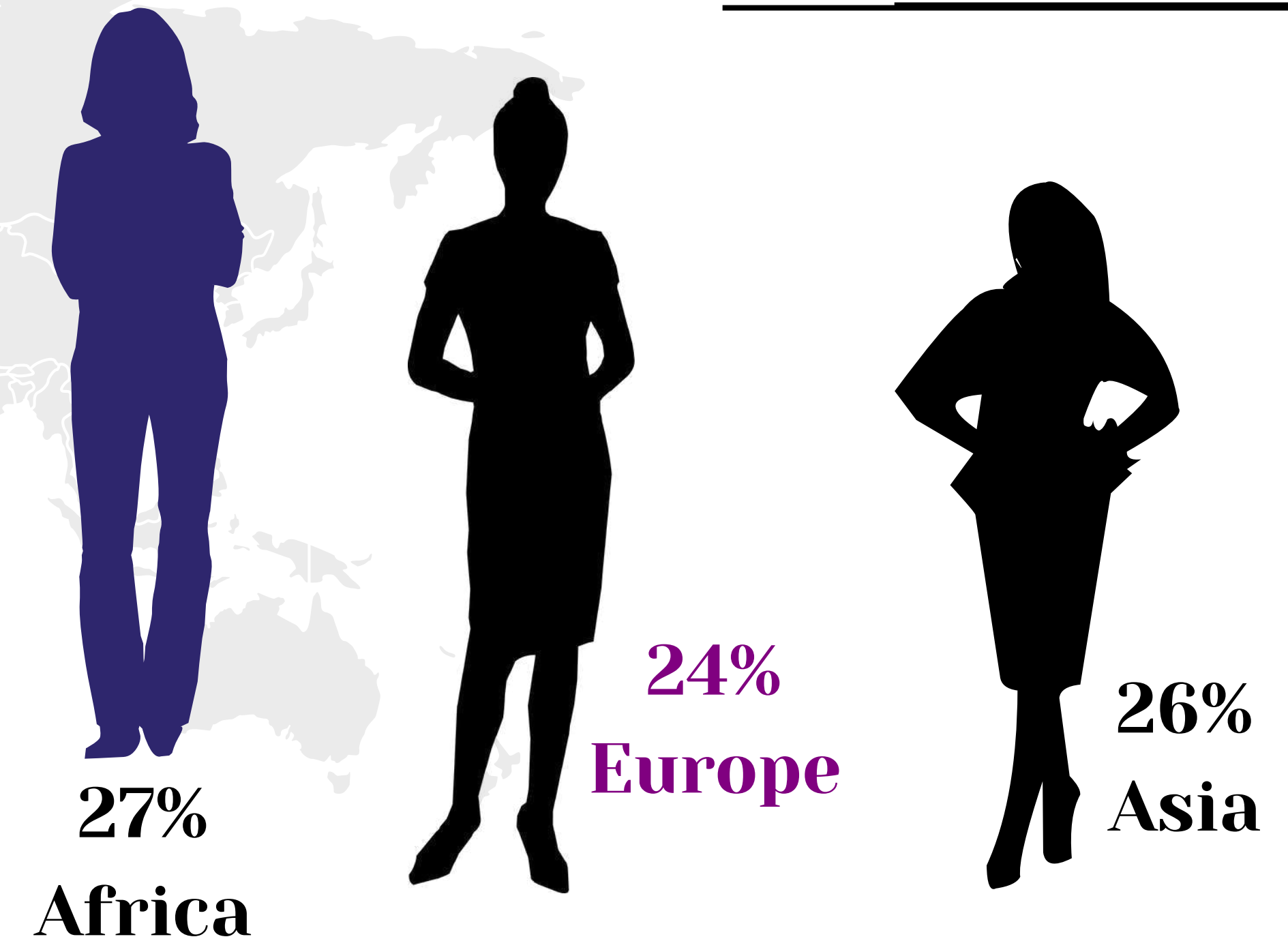
## Executive and Non-Executive Placements

At TransEra Solutions, we go beyond conventional staffing services by offering unparalleled Executive and Non-Executive Board of Directors placements. In a world where leadership defines the trajectory of an organization, we understand the significance of finding the right leaders to steer the ship towards success. Drawing inspiration from the practices of world-class executive search firms, we pride ourselves on our meticulous approach, emphasis on diversity, and commitment to transformative talent acquisition.

One of our core values at TransEra Solutions is fostering diversity and empowering underrepresented groups. We recognize the pivotal role that women play in driving organizational excellence, and our dedication to placing women in executive positions reflects our commitment to gender balance and inclusivity. Studies consistently underscore the benefits of diverse leadership teams, including improved decision-making, increased innovation, and enhanced financial performance.

Beyond gender diversity, we recognize the urgency of promoting black talent in leadership roles. Our commitment to finding world-class black executives stems from our belief that true organizational optimization comes from a rich tapestry of backgrounds, experiences, and insights. By placing exceptional black leaders in executive and board positions, we catalyze transformation within organizations and enable them to thrive in an increasingly interconnected global landscape.

Senior Management Roles  
held by Women





# ***“Gender-balanced executive committees have a 30% higher operating profit than companies with a male-only committee”***

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While overall representation improvement is gradual, our study shows that this actually masks a growing gap between top I&D practitioners and businesses that haven't fully embraced diversity. Over the course of five years, a third of the companies we studied had actually increased the diversity of their senior teams. However, the majority of businesses have stagnated or made little progress, and in some cases, the presence of women and people of color has even declined. A performance penalty is now more likely as a result of the rising divide between high and low performers.

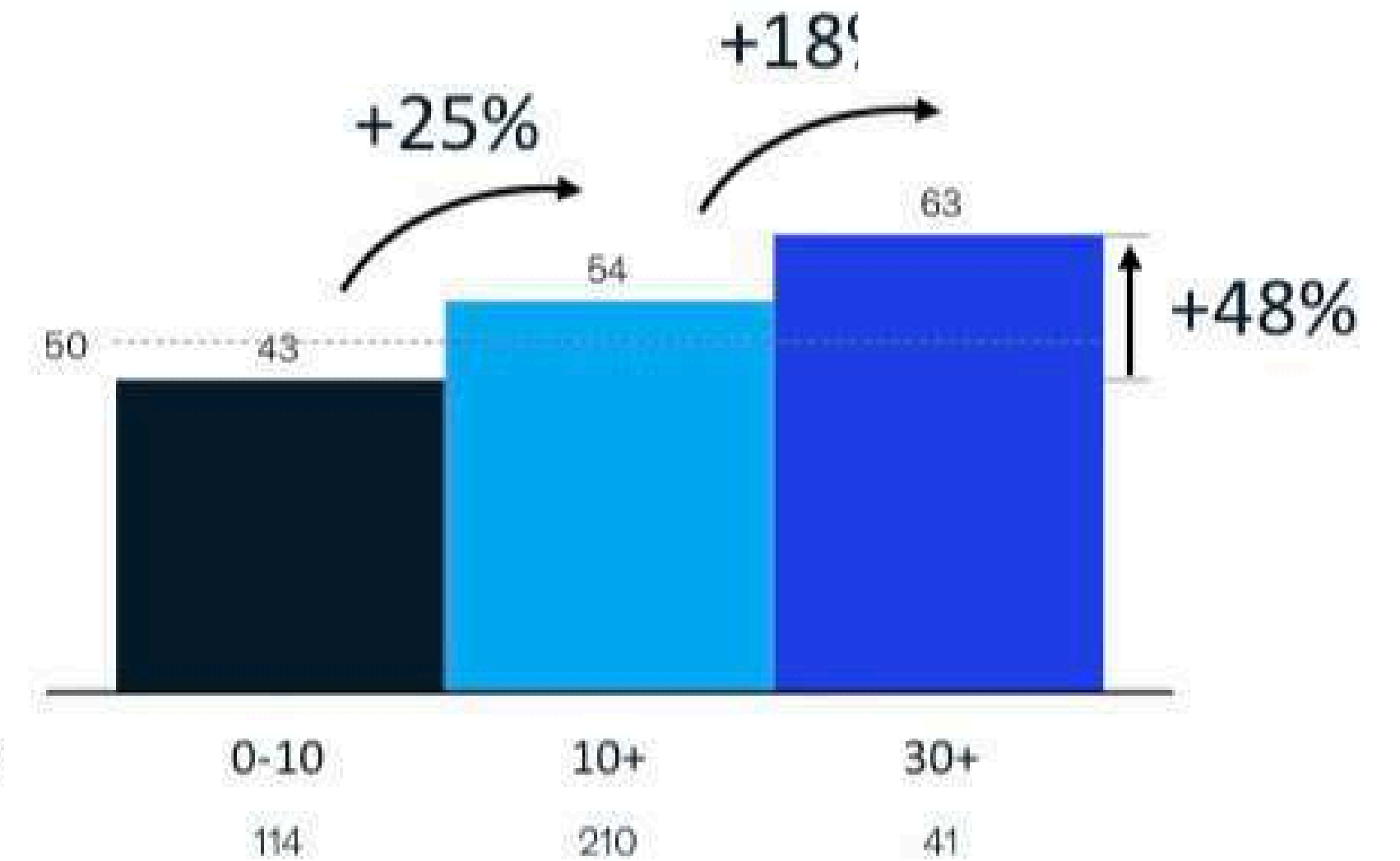
Furthermore, we discovered that the likelihood of outperformance increased with representation. Companies with more than 30% female executive team members perform much better than those with between 10% and

## **DEI CONSULTANCY AND ADVISORY**

- **Neuroinclusion, Neuroplasticity and Neurodiversity in the Workplace**
- **Unconscious Bias Immersion**
- **Talent Growth and Retention Frameworks**
- **Culture Mapping and Integration**
- **Cultural Intelligence Training**
- **Gender Expansive Equity**

**Executive teams with more than 30% women are more likely to outperform those with fewer or no women**

Likelihood of financial outperformance<sup>1</sup>, 2014, %



Women on executive teams<sup>2</sup>, %

Number of companies



# Psychometric Assessments

TRANSERA SOLUTIONS

**At TransEra Solutions, we have incorporating psychometric assessments into the recruitment and executive search process to not only enhances the effectiveness of DEI efforts but also contribute to our clients' organisations in building a more equitable and inclusive workplace.**

**We offer psychometric assessment services for several key reasons:**

- Objective Evaluation
- Enhanced Candidate Matching
- Identifying Development Needs
- Supporting Inclusive Practices
- Improved Retention Rates
- Data-Driven Decision Making
- Promoting a Diverse Pipeline
- Measuring Cultural Fit





# HR Tech Tools

At Transera Solutions, we are committed to embracing innovation through our advanced HR Tech tools and digital transformation initiatives. By integrating cutting-edge technology into our recruitment processes, we streamline workflows, enhance data-driven decision-making, and improve candidate experiences. Our digital platforms empower our team to efficiently connect with top talent while fostering greater collaboration and transparency throughout the hiring journey. As we evolve in this digital landscape, we remain focused on leveraging technology to drive strategic outcomes, ensuring that our clients have access to the best talent in an increasingly competitive market.

- Talent Mapping Reports
- Industry Focused Reports
- Skills Gap Analysis
- Talent Benchmarking
- Diversity and Inclusion Insights
- Predictive Talent Analytics
- Cost of Living Insights Reports for Expatriate Placements
- Online Global Comparator Report





## LEARNERSHIPS & GRADUATE PROGRAMMES

*“Equipping and empowering the talent of tomorrow”*

Learnerships have been heralded as the panacea for all shortcomings experienced in the labour market and poverty alleviation in society. Even though Learnerships are purported to fast-track acquisition of qualifications for predominantly lower and unskilled workers, equipping them with knowledge, skills, attitudes, and experience.

At the same time learnerships afford learners an opportunity to enhance their individual employability potential by obtaining a qualification on successful completion of a learnership programmed.

Anecdotal evidence, however, suggests that learnerships have not been able to deliver on some of its main objectives such as improved employability and living standards of learners. The results are disappointing: young people completing learnerships are more likely to be employed but this fades quickly; they do not get better jobs.

**Part of our solution is that we help your organisation with the following areas:**

- Recruitment and Selection
- Onboarding Workshops of successful candidates
- Off-boarding Workshops upon end of Graduate or Learnership Programme



# LEARNERSHIPS & GRADUATE PROGRAMMES





At TransEra Solutions, our Training Academy stands as a beacon of excellence in providing, recruiting, and facilitating Graduate and Learnership programs. We take immense pride in being a catalyst for success, relieving our clients of the pressure points associated with securing strong graduate DEI candidates to join their organizations. Our commitment extends beyond mere recruitment – we position ourselves as a one-stop-shop, streamlining processes to offer a comprehensive service that aligns seamlessly with our clients' graduate recruitment needs.

Our commitment goes beyond recruitment – it extends to the integration of candidates into our organizational culture. By engaging closely with candidates throughout the process, we foster a sense of belonging. This not only enhances candidate retention but also ensures that they contribute their best to the organizations they join.

**As a result thereof based on the demand of our clients particularly in the FMCG and Mining sector, we have strategically partnered with institutions that offer NATED Studies in the following fields:**

- National Certificate: Engineering Science (N1- N3)
- National Certificate: ElectroTechnology (N1- N3)
- National Certificate: Diesel Trade Theory (N1-N3)
- National Certificate: Industrial Electronics (N1- N3)
- National Certificate: Mathematics (N1- N3)
- National Certificate: Mechanotechnology (N1- N3)
- National Certificate: Motor Trade Theory (N1- N3)
- National Certificate: Planting and Structural Steel Drawing (N1- N3)
- National Certificate: Electrical Trade Theory (N1-N3)
- National Certificate: Engineering Drawing (N1-N3)
- National Certificate: Supply Chain (N1 – N5)
- National Certificate: Logistics (N1 – N5)
- National Certificate: Management (N1 – N5)
- National Certificate: Finance
- National Certificate: Advertising
- National Certificate: Marketing
- National Certificate: Communications
- First Aid Level 1-3
- Basic Fire Fighting
- SHE Representative Training
- Legal Liability (both MHSA & OHSA – including Environmental, for 2.9.2 and 2.6.1)
- Basic computer and digital literacy Training (including MS Word, PowerPoint and Excel)
- Management and Leadership Development Training
- Blasting Assistant & Competent A
- Hand Power Tool Training
- Adult Education and Training (AET)
- Mentorship Development Programme
- Mobile Equipment (TMM) and Lifting Equipment Training
- Provision of equipped discipline specific toolbox for Portable Skills Learners





# TALENT DEVELOPMENT

Personal and Talent Development Programs play a crucial role in organizations by fostering employee growth, enhancing skills, and driving overall success. These programs provide employees with opportunities to refine their existing talents and develop new ones, ultimately boosting their confidence and job satisfaction. As employees' skills and abilities improve, they become better equipped to handle challenges and take on new responsibilities. By nurturing individual potential and facilitating continuous learning, Personal and Talent Development Programs contribute to organizational innovation and long-term competitiveness. TransEra has created a range of Personal and Talent Development programmes designed to engage and inspire individuals to realise their potential in the workplace. Utilising our experience, our courses are created to support and challenge a new approach to performance. To give you an idea of the breadth of our capability, here are just a few examples of the personal effectiveness courses we have delivered for our clients

- Excellence in Customer Service
- Customer Behavioural Toolsets
- High Impact Communications
- Coping Mechanisms in the “new” norm
- Really Effective Team Briefings
- Effective Report Writing Skills
- Making an Impact
- Time Management
- Assertiveness



# Enrich Her EMPOWERING WOMEN

TRANSERA SOLUTIONS

To many, gender parity is all about being fair, but for businesses today it is about access to talent. Female employees are a huge benefit for organizations, however women still face many challenges in climbing the career ladder in South Africa. Organizations must step up to support women to realize their true potential in their careers and enhance their contributions.

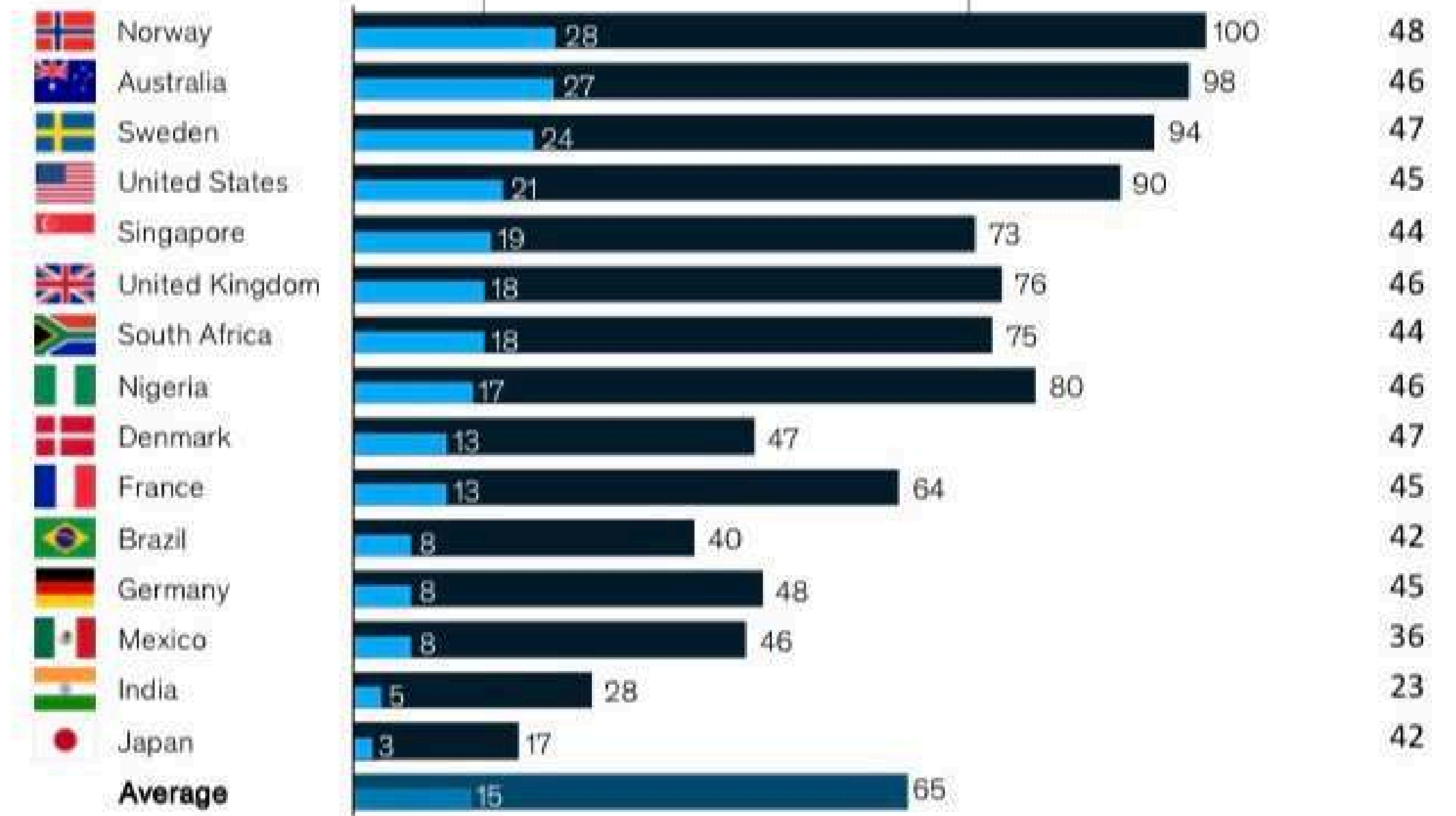
To do this we need to create the right culture. Offering a development programme as part of your Diversity and Inclusion Strategy creates a safe environment for women to overcome their biggest challenges. ENRICHHER also aims to create a supportive community in which participants can be open with how they feel and share their experiences in a completely safe environment.

The ENRICHHER programme is a fully blended development solution and additionally offers:

- An Empowered Women's Success Programme App
- A learning zone packed with useful tools
- An online learning community to share knowledge and experiences
- The option to attend a final 'Celebrate your Uniqueness' webinar to share their success

In nearly all 15 countries, women are underrepresented on executive teams

Female representation, %





# *Our* track record

**With now 3-Years of TransEra Solutions being in business, we take immense pride in our collaboration with esteemed premium brands, having executed recruitment and executive search assignments with remarkable success rates, particularly in placing 70% black female candidates for our multinational and global clientele. Operating within both the Private sector, encompassing multinational and global prestigious brands, and the Public sector, TransEra Solutions offers a bespoke service tailored to address each organization's unique diversity challenges.**



# Our prestigious clients

TRANSERA SOLUTIONS

exxaro



MAERSK



Coca-Cola Beverages Africa

Desigual.



Giesecke+Devrient



WOOLWORTHS



C. Steinweg Group



access



Red Bull

COUNTRY ROAD



AngloAmerican



Jägermeister





# Value Beyond Compliance

The outdated idea of doing the absolute minimum is insufficient now. Globally, people are becoming more and more disenchanted with economic profit at the expense of society. High levels of unemployment, poverty, and wealth inequality continue to be widespread despite governments' efforts to balance corporate profits with domestic prosperity (resulting in increasing spending on corporate social responsibility).

Change is required. To use social development as a strategic enabler for achieving business excellence, companies should reinvent their tactics. TransEra further aims to create and put into action solutions to coordinate economic growth with social advancement, Value Beyond Compliance seeks to foster this essential synergy.

It's time to take a calculated risk with inclusion and diversity by adopting a methodical strategy. For individuals who are willing to take the initiative and put forth the necessary effort to create considerable success in DEI, there is a significant performance opportunity.

In today's society, promoting diversity, equality, and inclusion is the biggest issue. By focusing on workplace diversity and inclusion policies and practices, businesses, especially more specifically People development and management, may make a significant contribution in this area.





# Reasons to partner with us

TransEra aims to be the strategic go-to partner of DEI Talent Acquisition & Advisory Solutions for our clients and we consider ourselves an extension of your incredible HR Team. Our mandate is to continue to forge our success through personalized, long-term relationships with both our clients and high-caliber equity candidates together with an underlying expertise of the sectors we operate in.

## The diversity criteria of our business are:

- Diverse Talent Pool of top-tier DEI talent to select from
- Quick and efficient recruitment and executive search turn around
- Alignment with your Corporate Values
- We hire with the future of your Company in mind
- 6-12 Months Candidate guarantee period for all placed candidates at no cost to you as the client
- 6 Months Executive Coaching of C-Suite black talent that we place
- Human Centric Element to our recruitment services
- 48-72 hours replace any candidates who withdraw their application





# The Future

TRANSERA SOLUTIONS

Touching the PULSE of our clients' business needs and creating cutting - edge solutions that will forge distinctive new paths for talent and teams and as a result thereof, will create a Quantum Leap – a jump from one radiant state of illumination to the next.



# Let's Connect!



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