

THE RENAISSANCE NETWORK

A Condensed Business Profile

Specialising in Management Consulting, Labour Law, Skills Development, Gender Mainstreaming, Workplace Transformation and Organisational Renewal

1999-2012

CONTACT TEL: 083 786 8604/5

COMPANY DETAILS

COMPANY REGISTRATION NUMBER: 1999/030455/23

VAT REGISTRATION NUMBER: 4330183825

LEGAL NAME: Kudsiya Cassim & Associates CC

TRADING NAME: The Renaissance Network

OWNERSHIP: Ms Kudsiya Cassim

BBBEE: 100% equity in business by black female

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Brackendowns
1454

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SERVICES SETA ACCREDITATION NUMBER: 0716

INSETA ACCREDITATION MOU NUMBER: 130139

ORGANISATIONAL PROFILE

Kudsiya Cassim and Associates CC trading as The Renaissance Network is a leading Human Resources, Management and Labour Law consultancy founded in May 1999. The owner and Managing Director is Ms Kudsiya Cassim, who has an illustrious career in the Human Resource and Management Consulting field over a 25 year period.

The Renaissance Network specialises primarily in the full spectrum of Human Resource Management, Organisation Development and Workplace Transformation, Skills Development, Leadership Development, Employment Equity, Diversity Management, Labour Relations, Performance Management, HR Policy review and development, Dispute Resolution, Executive Coaching and Mentorship and Organisational Culture and Climate Audits.

As a training provider, The Renaissance Network is fully accredited with the Services Seta (decision number: 0716) and with the Inseta (MOU130139), and has a number of accredited learning programmes that lead to learner competence and certification, through formal assessment of learning and the related moderation thereof. We have highly academically qualified and experienced Facilitators, Assessors and Moderators who have an outstanding track record in our areas of expertise.

As a management consultancy, The Renaissance Network has a proud track record of having facilitated the effective implementation of large-scale organisational development and workplace transformation projects in client organisations. These include customised business solutions to address specific organisational needs in areas such as performance improvement, Talent management, knowledge management, people management, executive coaching and culture/climate audits.

As a labour law consultancy, we specialise in all aspects of employment law, labour relations consulting and training, Employee Relations Policy review and development, Conflict Management, Dispute Resolution, Chairing of disciplinary hearings, Capacitation of Workplace Participative Forums, Shop Steward training, Stakeholder relations between management and organised labour, Disability Management, Gender Mainstreaming, Gender Equity and Advancement, advising clients on labour legislation compliance, representation of clients at the CCMA, facilitating collective agreements and private arbitration.

Our Values

- nurturing partnerships
- enhancing capacity
- integrity
- excellence in service
- commitment

Our Clients

The Renaissance Network provides its professional services nationally to both the public and private sector in South Africa. Among its well-established and growing client base, are the following organisations and government departments:

- Parliament of the Republic of South Africa
- City of Johannesburg
- Vaal University of Technology
- MTN-SA
- Legal Aid Board
- Rand Water
- Eskom
- G4S Care and Justice
- National Department of Social Development
- Impala Platinum Holdings
- Coca-Cola Canners
- Tshwane University of Technology
- SA National Blood Service
- Department of Health-Free State
- Department of Labour-Gauteng South
- Metsi-a-Lekoa, Emfuleni Municipality

- MiTek Industries
- National Research Foundation (NRF)
- National Zoological Gardens (NZG)
- Sasol Limited
- National Electricity Regulator (NER)
- Unisa
- Department of Agriculture and Rural Development-Eastern Cape
- Retail Brands Interafrica (Pty) Ltd
- Land Bank

Social Investment, Youth Development and Community Service

To demonstrate our ongoing commitment to community service, social investment, youth development and small business development, we have played a significant role in initiating national projects such as the compilation of two youth anthologies in 2000 and 2003, entitled Celebrating Youth Awakenings (Vol. 1 & 2), awarding a number of bursaries for further education and training to historically disadvantaged learners, supporting small black-owned suppliers, such as caterers, printers and HR sub-contractors and assisting the local secondary school in our area of business operation with specialist legal services on a pro bono basis.

Profile of the Core Team

1. Adv Hassan Cassim

Adv Hassan Cassim holds a BA and LLB degrees and has been consulting in the HR Management and Labour Law fields for the past twelve years. He is currently enrolled for two Masters Degrees in labour law (Unisa) and human rights law (UJ).

His skills/competencies profile includes proficiency and an extensive track record in the following highly specialised areas:

- Project Planning and Execution
- Building capacity in the workplace in the areas of Organisational/Workplace Transformation

and Change Management

- Training and development in specialist areas such as Addressing Sexual Harassment in the Workplace
- Event Management of public seminars, symposia and conferences at a national level
- Labour legislation, such as the Skills Development Act, Employment Equity Act, Occupational Health and Safety Act etc
- Sector Transformational Charters such as the Mining Charter
- Workplace-oriented learning programmes on a generic and customized basis
- Capacity-building of workplace participative structures, such as Skills Development/Employment Equity/Communication Forums
- Conducting Skills and Employment Equity Audits
- Women's Leadership and Development
- Labour Relations
- HR Policy Review, Development and Auditing
- Business Planning
- Gender Mainstreaming
- Customer Satisfaction surveys

2. Ms Kudsiya Cassim

Kudsiya holds a Bachelor of Arts degree, an Advanced Executive programme (AEP) and numerous Management Development Programmes as part of her career portfolio.

Kudsiya is the founder and owner of The Renaissance Network. Her proud track record of 15 years in Human Resource Management, in both generalist and specialist roles, in the public and private sector placed her in good stead to start her own HR and Labour Law consultancy in 1999. She has grown the business to become a preferred service provider to many large organisations such as Eskom, Parliament of the RSA, City of Johannesburg, MTN-SA, Impala Platinum and Coca-Cola Cannery.

Her expertise and experience profile includes the following:

- Project Planning and Execution
- Achievement of Employment Equity in the workplace
- Corporate Strategic Planning and Management

- Building capacity in the workplace in the areas of Organisational/Workplace Transformation and Change Management
- Facilitating Performance Management System and related processes
- Training and development in specialist areas such as Diversity Management
- Design and development of specialised learning/Organisation Development processes and programmes
- Labour legislation, such as the Skills Development Act, Employment Equity Act, etc
- Succession Planning and Management
- Workplace-oriented learning programmes on a generic and customised basis
- Capacity-building of Workplace participative structures, such as Skills Development/Employment Equity/Communication Forums
- Conducting Skills and Employment Equity Audits
- Workplace Skills Planning and Reporting
- Youth development, with a specific focus on creative writing and publishing
- Community development and social responsibility
- Women's Leadership and Development
- Labour Relations
- Gender Mainstreaming
- Human Resource Administration and Information Systems
- Employee Wellness and Well-being
- HR/Organisational Policy Development and Auditing
- Conference production and hosting
- Human Resource Information Systems
- Remuneration and employee benefits
- Disability Management in the workplace
- Corporate Social Investment
- Change Management and Workplace Transformation
- Stakeholder Engagement and Relationship Management
- Promoting a people-focused and values-driven organisational culture
- Coaching and Mentoring for career mobility and succession
- Talent Management and Retention

3. Mr Titus Ndlangamandla

Titus holds a Diploma in Labour Relations; Postgraduate Diploma in Management and an MBA, and has been a specialist in the management consulting, skills development and labour relations field for over 20 years.

His skills and experience profile includes:

- Recruitment and targeted selection, induction
- Training, development, coaching and mentoring
- Developing and presenting courses, evaluating, and ensuring transfer of training
- Performance management and motivation
- Career pathing and succession planning
- Industrial relations, including grievance and disciplinary hearings, wage and recognition negotiations, presenting cases at CCMA arbitration and conciliation.
- Dismissals, retrenchments
- HR policy formulation and personnel administration, salaries and wages, pension fund and medical aid issues
- Organisational development and change management.
- Facilitation and negotiation skills

4. Dr Layla Cassim

Dr Layla Cassim provides a specialist professional service to The Renaissance Network on a needs basis in the field of academic and research development. Her contribution in this area of skills development commenced in 2009, and this is a current business association. She holds a Bachelor of Pharmacy degree and a PhD in Pharmacology from Rhodes University, an MBA from Unisa SBL. She also held a part-time senior lecturing post at UCT Medical School.

Dr Cassim has been facilitating both in-house and public short courses in the field of Mentorship for both Mentors and Mentees, Academic Writing and Publishing, Grant Application and Funding Proposal Writing, Research Methodology, Thesis writing, Research Proposal Writing and Research Project Management. She also consults in the skills development, performance

management, project management, knowledge management, change management and workplace transformation field.

A sample of our long-standing and most recent clients who can serve as contactable references

1. Ms Elsie Manamela, Corporate EE Manager at MTN-SA who can be contacted at 083 200 2267
2. Mr Shimi Mahlaela, Group HR Manager who can be contacted on 082 560 3492 or 011 323 1582
3. Ms Aurie Kwatsha, Deputy Director: EE who can be contacted on 082 467 9325 or 011407 6780
4. Ms Sally Selego, Training Practitioner at Eskom-Komati Power Station can be contacted on 013 295 9766 or 076 388 0227
5. Ms Lufuno Maphagela, Youth Development Directorate, The client, she can be contacted on 011 5827006/28

Numerous letters of professional reference from a cross spread of clients in both the public and private sector are available to the reader, upon request.