

## OUR BUSINESS MODEL

We are based in the Western Cape; however, our services are provided nationally.

## OPERATING MODEL

We provide free quotations for our services. We enter into service contracts with our clients and act in good faith. Our service contracts set contract end dates to ensure flexibility and relevance. We are open to contract extensions upon mutual agreement. We operate on a first come-first serve basis. We are available to facilitate group sessions during weekends (Saturdays).

## PRICE

Prices are customized per service type, i.e., differentiated rates apply to services. Services are costed based on scope, complexity, magnitude, place of service, etc. User-pay rates apply to once-off services, reduced rates apply to contracts 2 years+.

## PLACE

We are based in the Western Cape, however our services are provided in all provinces within the Republic of South Africa. We are able to render our services internationally subject to signing of an MOU. We are open to provide services on virtual platforms where appropriate.

## OUR PREFERENCE

We prefer to engage our clients in-person, i.e., direct contact from quotation phase. We prefer to enter into medium- to long term contracts – retainer contracts are preferred for continuity purposes and lower rates to benefit our clients. We are keen to facilitate group sessions for greater impact. We prefer to extend our services to implementation phase to see our contributions coming to fruition.

## PERFORMANCE

Our contracts include performance clauses which caters for reviews and alignment.



**SHAWN COETZEE**

**SC MANAGEMENT AND ADVISORY SOLUTIONS**

Your Trusted Strategic Partner

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# OUR BUSINESS STRUCTURE & EXPERIENCE

SC Management and Advisory Solutions (Pty) Ltd. is an independent, professional management consulting- and advisory company.

It has its roots in its desire to utilize its skillset and learned experience to the benefit of a wider group of beneficiaries and to harness its skills towards contributing meaningfully to the greater society.

As a learning organization who are keen to discover the potential of our clients, we at SC MAS are keen to grow with our clients, partners and associates aiming at enhancing constant growth, development, and sustainability.

## COMPANY STRUCTURE

- 1 Director – Chief Executive Officer. BEE Level 1 private company.
- Network of partners – part of professional consultancy network.
- Access to specialized skills and expertise – in-contracting where required.

## EXPERIENCE

- Vastly experienced in developing strategy - functional-, departmental, corporate.
- Experienced in strategy write ups and implementation to fully functional level.
- Experienced in international management/International chairperson of multi-cultural meeting platforms/hosting international collaborative seminars.
- 20 years' experience in stakeholder management, client service, customer solutions.
- Experienced in all levels of management – junior, middle, senior-, executive levels.
- Academic recognition for studies in leadership development.

## BENEFITS – WHY USE SC MAS

- Highly experienced, reputable, and reliable.
- Cost effective solutions – lower fixed costs.
- Fully integrated business model – our offer extends towards implementation.

# OUR SERVICES

We offer the following services to our clients across an array of industries both within the public- and private sectors.

### Strategic Management

- Strategic Analysis
- Strategic Development
- Strategy Sessions (Facilitation)
- Strategic Planning (Corporate & Functional)
- Strategy Implementation (Coaching & Mentoring)
- Business Plans

### Leadership Development

- Organizational Culture & Ethos
- Leadership Development (Corporate)
- Personal Leadership Development (Mentoring)
- Senior Management Development (Coaching)
- Leadership Training

### Human Capital Management

- Performance Management (System Development & Implementation)
- Job Descriptions (Development)
- Conflict Resolution
- Job interviews (Scoping & Panel Member)
- Assessments & Moderation (from 2024/25)

### Meeting Management Services

- Meeting Chair (Independent)
- Facilitator (Workshops, Group/Interactive sessions)
- Manco & Exco meeting support
- Meeting Administration
- Report Writing

### Corporate Management Services

- Non Executive Board Member
- Executive Board Member (CEO support)
- Risk Management (King IV based)
- Compliance Audits
- Corporate Governance

### Functional Services

- Project Management
- GAP Analysis & Customer Needs Analysis
- Company/ Country/ Sector representation @ strategic-/ development platforms
- Agri-Services – Customised training, Content development, Independent audits/ assessments, Appeal boards, etc.

# OUR PHILOSOPHY

At SC Management and Advisory Solutions (Pty) Ltd., we believe that we are in business to serve a greater goal, inspired by our higher order goals/purpose.

We subscribe to the principles of values based leadership.

We believe that long term relationships are paramount to our business' long-term sustainability.

## HIGHER ORDER GOALS/PURPOSE

**Value Creation** – we aspire towards creating value beyond financial derivatives.

**Our social compass** – we aim to empower, uplift and support. **Corporate Social Responsibility (CSR)** is an inherent part of our business.

## OUR APPROACH

We adopt an “Us Approach”- We see ourselves being part of our clients' business and its people.

Our services are complimentary. We align our solutions to the contextual-/ operating environment of our clients. agility and flexibility – we adjust our offering to suit forthcoming needs/desires.

We adopt a learning approach and therefore condemn a “know-it-all approach”.

We are goal orientated and therefore adopt outcomes based methodologies.

We believe that Actions speak louder than words - “We are Walking the Talk”.

## OUR VALUES

**Reliable:** We deliver on our promises.

**Passionate:** We take our services seriously whilst enjoying what we do.

**Open-minded:** We are keen to learn and are open-minded.

**Authentic:** We are honest in our dealings and our capabilities, and we act with the highest standards of integrity.