



**COMPANY PROFILE**



**Kushamiri**  
HUMAN CAPITAL AND WELLNESS  
UNLOCKING YOUR POTENTIAL  
TO FLOURISH

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### COMPANY BACKGROUND

Kushamiri is a name that is derived from the Swahili language and it means “to flourish”. Apart from its uniqueness; it is representative of the common purpose shared by all directors as well as encapsulates our responsibility towards our clients. We are consultants that endeavour to take an active role in supporting our clients throughout the entire life cycle of the project, our target is to unlock the potential and value of the project deliverables.

### VISION:

To be the leading women owned consultancy within the human capital and wellness space that will provide quality, innovative and affordable services in the SADC region and beyond.

### MISSION:

We commit ourselves to not only fulfil but to exceed expectations of our clients in individuals, corporates, schools, Non-Governmental Organisations and public sector while delivering comprehensive human capital and wellness services to achieve competitive organisational performance and superior mental health.

### VALUES

Excellence, Integrity, Transparency, Innovation & Team work

### SERVICES

#### Psychotherapeutic Services

Psychotherapeutic services are an integral component for employee wellness, individual well-being, coping with life challenges and treating mental health disorders. Kushamiri currently offers these services, provided by qualified Psychologists in the specializations of Clinical and Counselling Psychology. We are able to assess, diagnose and intervene for various psychological symptoms across the life span and we currently offer the following:

- Individual Adult and Adolescent Therapy
- Couples Therapy
- Group Work
- Trauma Debriefing
- Life Coaching/ Personal Development

#### Psychosocial Program Support

Organisations may require additional support and training when implementing and evaluating psychosocial programs. With combined experience that includes working in hospital settings, corporate organisations, Non-Governmental Organisations and within community environments we are able to provide tailor made programs, on-going support and training for such.

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### This can include but is not limited to:

- Needs Assessment
- Program Design
- Clinical Supervision for Mental Health Workers
- Monitoring and Evaluation

### Employee Wellness Programmes

A healthy workforce is a productive workforce hence we believe wellness should be a priority for all corporate entities. We do needs analysis to diagnose organisations' wellness needs and tailor our wellness programmes to suit the specific challenges and requirements of our clients. Our wellness interventions include employee assistance programmes and wellness days that provide hands-on support and are targeted at dealing with health issues on an individual, group and organisational level for transformed workplace health and happiness.

### Training and Development

The field of Human Capital Development recognises the importance of development and growth of people in organisations for future business success and sustainability. Kushamiri strives to provide rigorous training and development initiatives in order to improve employee performance by strengthening development areas, as well as leveraging on employee strengths. Training and development initiatives assist in addressing skills gaps and play a vital role in change management; capacitating employees to perform optimally in their current positions and adapting to changes therein (short-term), as well as equipping them to fulfil future roles (long-term i.e. succession planning). As a result, we provide courses/workshops and presentations on various psycho-education and interpersonal skills topics inclusive of the following:

- Counselling Skills
- Substance Abuse
- Stress Management
- Emotional Intelligence
- Conflict Management
- Communication/Assertiveness Skills
- Problem Solving in Teams
- Leadership Skills
- Coaching and Mentoring
- Negotiation Skills
- Time Management Skills
- Interview Coaching

### Other development initiatives

- Leadership Development Programmes
  - Targeting existing and potential leaders
- Individual Development Plans
- Team Building
  - Optimising team performance and harnessing group dynamics

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- Individual and Group Coaching
  - Leads to maximised work performance and exemplary leadership practices, and involves:
- Developing self awareness:
  - Identify and leverage personal strengths
  - Identify developmental areas
  - Mapping out goals and strategies for self-improvement and development
  - Streamlining personal approaches to suit working environment
  - Ensuring transfer of training skills to the workplace

### Recruitment Solutions

People are your most valuable asset; as such effective Talent Management practices are paramount. One of these practices includes recruitment and selection which should provide cutting-edge methods in accessing and attracting the correct skills and talent, and ensuring person-job fit. As a result, we offer end-to-end recruitment and selection services that encompass advertising, shortlisting, interviews, psychometric assessments, assessment-centre inspired exercises (i.e. in-baskets, role plays) and final recommendations (recruitment reports). We also provide onboarding support to help employers ensure that newcomers become and remain engaged.

### Psychometric Assessments

Kushamiri offers a selection of psychometric assessments that can be leveraged for various purposes (i.e. recruitment, coaching/personal development plans, succession planning, training and development, career guidance etc.).

### Assessment Centres

We provide objective selection techniques through design and implementation of various assessment exercises (i.e. role plays, in-baskets, candidate suitability for specific positions etc).

### Organisational Research and Organisational Development Interventions

- a. In an effort to promote overall employee wellness and performance, we conduct qualitative and quantitative research around areas such as job stress and burnout, values creation for healthier corporate cultures, employee satisfaction surveys, and employee engagement research in order to diagnose core organisational issues (e.g. workplace/process inefficiencies, team work challenges, poor employee relations and leadership styles etc).
- b. Based on empirical research findings, we develop appropriate interventions at individual, group and organisational level.

### Career Guidance and Counselling

Kushamiri's career guidance and counselling programs are targeted at secondary school going children, tertiary level students and employees. Outcomes are geared to promote successful career choices and optimal person-career fit.

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### Directors

#### **Ms. Carla Dos Santos**

Ms. Carla Dos Santos is an Industrial Psychologist by profession and holds an undergraduate and honours degree in Human Resources Management and a Masters of Commerce degree in Industrial and Organisational Psychology from the University of Pretoria. She is passionate about Human Resource Development, Organisational Behaviour (Team Development and Group Behaviour), Career Psychology, and Employee Wellbeing.

Having obtained her training certificate in 2015 with the Education, Training and Development Practices SETA (Sector Education and Training Authority) in South Africa, this has set the tone for the soft-skills training and development initiatives she offers (from blue collar workers to senior management levels). Ms. Dos Santos has exposure in the use of assessments (i.e. Thomas International, JVR Africa, CEB, Cognadev) in varying contexts. Exposure in these areas has been in tandem with vigorous report writing (i.e. career guidance reports, recruitment reports, research reports and medico legal reports on road accident fund claims).

As a result, as one of the founding members of the Kushamiri Human Capital and Wellness Consultancy she has the opportunity to explore her interest and passion in holistically catering to human capital needs through carefully designed and tailored, well-rounded initiatives.

#### **Ms. Zanele Dlamini-Dube**

Ms. Zanele Dlamini-Dube is a qualified Clinical Psychologist. She has significant experience in working with individuals and groups with psychological disorders/challenges, providing medium and long-term psychotherapeutic interventions. Her experience incorporates working in varied contexts including Psychiatric, HIV, Community and Academic settings. She has been exposed to designing and implementing substance abuse rehabilitation programs and conducting medico legal assessments and evaluations as well as report writing.

The focus of her psychotherapeutic work is on the treatment of mood disorders, relational problems, anxiety disorders and gender-based issues. Ms. Dlamini currently lectures psychology and the focus of her academic work is mainly psychotherapeutic interventions including psychological assessments.

#### **Ms. Zothile Mabusela**

Ms. Zothile Mabusela is a Human Resources consultant by profession and she has also gained experience as an HR Business Partner. For her Honours program, she majored in Strategy, Commerce and Organisational Behaviour. She now holds a Masters of Management degree in Entrepreneurship and New Venture Creation from the Wits Business School.

Ms. Mabusela is passionate about Small and Medium business development, the escalation of profit-driven social entrepreneurship in Africa as well as women entrepreneurship. Over time, she has developed a fondness for volunteering experience in organisations in which she is personally vested.

Becoming a Senior HR Consultant exposed Ms. Mabusela to the dynamic world of consultancy and introduced her to the pragmatic approach in problem solving for corporates and the public sector. This was fertile ground for the development of a high sense of agency and a deep need for work autonomy. As a result, she is one of the founding members of the Kushamiri Human Capital & Wellness Consultancy.

#### **Ms. Senele Mdluli**

Ms. Senele Mdluli is a qualified Counselling Psychologist who has had extensive experience in providing psychotherapeutic interventions and psychological assessments. Her experience encompasses diverse contexts including Employee Wellness programs, Health Care services, educational and community based settings. She has worked with children, adolescents and adults with varied psychological needs.

Ms. Mdluli is also a trainer and academic, she currently also lectures undergraduate courses in psychology and is involved in the training and supervision of counselling skills and developing community-based interventions for psychology students. Ms. Mdluli's professional interests are grounded in increasing access to quality psychological services in the country and the training and support of mental health care workers. She is also involved in mental health care advocacy and women empowerment initiatives.