CORPORATE PROFILE

Helping Growing Businesses Make Confident People Decisions

People | Transformation | Compliance

Every Growing Business Reaches a Turning Point

Growing a business is exciting. It is also demanding.

As organisations grow, people decisions become more complex. Leaders must balance business performance with organisational structure, leadership capability, compliance and workplace relationships - while continuing to drive growth.

The informal ways of working that once served the business begin to show strain. Managers need guidance. Roles become unclear. Performance becomes inconsistent. Culture becomes more difficult to sustain.

At some point, every growing business needs experienced guidance - not simply to solve today's challenges, but to build a stronger organisation for tomorrow.

Mmametsê People Solutions is a boutique people advisory firm that partners with business owners and leadership teams to make confident people decisions through practical advice, senior HR expertise and commercially sound workplace solutions.

We do not believe in unnecessary bureaucracy. We believe in building stronger workplaces, developing capable leaders and helping businesses grow with confidence.

How We Partner With You

No two organisations are the same. We begin by understanding your business, your people and your goals before recommending solutions. Our role is not simply to provide advice; it is to help you make decisions that strengthen your organisation.

Once-Off Projects	Ongoing Advisory Support	Specialist Project Support
Defined assignments such as HR audits, policies, investigations, job profiling, performance frameworks or compliance projects.	Practical senior HR guidance on an agreed retainer - giving growing businesses access to experienced support without a full-time HR executive.	Additional expertise and capacity for organisations with existing HR teams during transformation, organisational design, compliance or people projects.

Build a Business Ready for Growth

Growth requires more than ambition. It requires structure, clarity and capable leadership. We help organisations build the foundations for sustainable growth by designing effective structures, defining roles, strengthening performance and developing future capability.

- Organisation Design & Structures
- Job Profiling & Role Design
- Job Evaluation
- Performance Management
- Workforce Planning
- Succession & Talent Planning

Protect Your Business

People challenges are inevitable. How they are managed shapes the culture, credibility and long-term success of an organisation. We help leaders navigate workplace matters fairly, consistently and in accordance with employment legislation.

- Workplace Investigations
- Independent Chairing of Disciplinary Hearings
- Grievance & Appeal Hearings
- Labour Relations Advisory
- Workplace Mediation & Conflict Resolution
- Management Coaching

Gain a Trusted People Advisor

Not every growing business requires a full-time HR Executive. Every growing business, however, benefits from experienced guidance. Whether supporting a strategic project or partnering with your leadership team over time, we provide practical advice that aligns people decisions with business priorities.

- Fractional HR Executive Services
- Executive HR Advisory
- HR Audits
- HR Policies & Procedures
- Employment Contracts
- HR Compliance Reviews

Build with Confidence

Strong governance builds resilient organisations. We help businesses strengthen their people practices, improve compliance and establish practical frameworks that support sustainable growth.

- Employment Equity Advisory, Plans & Reporting
- HR Governance & Compliance Reviews
- Workplace Best Practice
- Policy Development & Implementation

Skills Development & Workforce Compliance

We help employers turn skills-development obligations into practical workforce plans. Support is tailored to the employer's size, sector, levy status and applicable SETA requirements.

- Workplace Skills Plans (WSP) & Annual Training Reports (ATR)
- SETA Reporting & Liaison
- Skills Development Planning
- Training Needs Analysis & Skills Matrices
- Employment Equity Committee Support & Facilitation

Operational Workforce Support

Mmametsê brings extensive senior HR experience from mining and other complex, highly regulated and operational environments. For mining companies and contractors, we provide practical people, skills and transformation support that can integrate with existing operational and compliance structures.

- Workforce & Skills Planning
- Employment Equity & Transformation Support
- Job Profiles, Grading & Performance Frameworks
- HR Governance & Employee Relations
- People and HRD components supporting Social and Labour Plan implementation, where within our area of expertise

Why Businesses Choose Mmametsê

Choosing an advisor is about more than qualifications or years of experience. It is about confidence. Businesses partner with Mmametsê because they value practical advice, balanced judgement and solutions that work in the real world.

We listen before we advise. We seek to understand before we recommend. Every recommendation is tailored to your organisation, your people and your business objectives.

Our advice is shaped by extensive senior HR leadership experience across mining and other complex, fast-paced and highly regulated industries. Because when people decisions matter, experience matters.

Why I Started Mmametsê

Throughout my career, I have worked alongside leaders navigating growth, change and organisational complexity. Across every organisation, one lesson remained constant: the quality of an organisation's people decisions determines the quality of its business outcomes.

I established Mmametsê People Solutions because I believe growing businesses deserve access to experienced people advisory services that are practical, ethical and commercially grounded.

My vision was never to build another consultancy. It was to build a trusted advisory firm that leaders can rely on when the decisions are difficult, the stakes are high and the people matter most.

Whether we are helping you strengthen leadership, build organisational capability or navigate complex workplace challenges, our commitment remains the same:

Helping you build a stronger business through confident people decisions.

I look forward to partnering with you.

Tshepiso Lekalakala, MBA
Founder & Principal Advisor

Let's Build Something Great Together

Whether you are navigating growth, strengthening leadership capability, formalising your people practices or facing complex workplace challenges, Mmametsê People Solutions is ready to partner with you.

We believe the best people decisions are informed, balanced and built on trust. Let's build a stronger organisation together.

MMAMETSÊ PEOPLE SOLUTIONS

Helping Growing Businesses Make Confident People Decisions

People. Purpose. Progress.

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