



gestalt

BRIEF COMPANY AND SERVICES OVERVIEW

**Shaping B-BBEE into your
Competitive Advantage & Brand Edge**

through

**Customised, Outcome-Based
BEE Transformation & Compliance**



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1 ABOUT US

Gestalt is a business strategy consultancy launched in 1998. Our mission is to successfully address the needs of South Africa's rapidly changing business environment by anticipating and identifying areas critical for sustained profit growth.

Gestalt alerts clients to these opportunities and assist them in realising optimal business benefits.

The cornerstone of Gestalt's strength in the market is broad-based black economic empowerment (B-BBEE) transformation and the resultant re-positioning of organisations that conduct business in South Africa.

Gestalt's structured models have a proven track record: They have shown themselves to be an effective contributor to successful partnership formation for both multinational and local businesses. Our models not only identify compatible partners, but help to bed down relationships that unlock maximum potential from South Africa's dynamic domestic market.

Our business tools are designed to help businesses unravel the complexities of B-BBEE charters and government regulations.

Successful deployment of these tools transforms the 'challenge' of compliance into a platform for measurable competitive advantage in sectors across the South African economy.

Gestalt's offering is far more than consultancy services. The vital aspects of implementation is another of our specialist areas, using effective business transformation models to improve business competitiveness and compliance while growing shareholder value.

These models take a logical and comprehensive approach to the task of designing, developing, supporting and implementing best practice transformation policies.

As a result, our clients are able to shape B-BBEE into their competitive advantage and brand edge, as a business imperative.

2 OUR FOCUS

Our core focus is shaping BEE into your Competitive Advantage and Brand Edge

We achieve this with:

- ✓ Compliant and Meaningful Transformation
- ✓ Highest Scorecard for Lowest Investment
- ✓ Integrated Strategies to ensure Cost Optimisation
- ✓ Business Beneficial BEE

3 OUR SERVICES

Gestalt offers a wide range of strategy and consulting services. Feel free to discuss any aspect of your requirements and our solutions with one of our specialists.

3.1 BEE Consulting Solutions

Gestalt has developed strategies that can turn your scorecard compliance into a brand-edge over your competitors. Our services include a range of simple, effective business tools specifically developed to help business unravel the complexities of B-BBEE and to turn compliance into a measurable growth strategy.

B-BBEE is not a "once-off" exercise - it changes as your business evolves along with legislation. Every company faces unique challenges, opportunities and requirements – and each works within the parameters of specific budgets, so Gestalt's bespoke services and solutions suit your specific circumstances.

The start of a sustainable transformation programme is sound strategy and planning. Sometimes a plan and a workshop is all you need to develop one. Sometimes you need all the help you can get. In both instances, we're on your team.

3.2 BEE Ownership Services

Gestalt plays a meaningful role in assisting you to structure the best possible B-BBEE transaction for your business, advising you on the most effective options to restructure your business for the benefit of your shareholders. We facilitate the negotiations and implementation of the investment or sale of shares to a suitable B-BBEE-compliant investor/partner to maximise the benefit to your scorecard and build your best competitive advantage.

It's our job to ensure you have a good understanding of the risks, opportunity and restrictions related to such a transaction, for the highest probability of sustainable success.

3.3 Skills Development Services

Specialising in Skills Development Facilitation, Gestalt follows a different approach to skills development than most. Our scorecard strategy means that instead of trying to spend your full B-BBEE budget, you spend only the portion that will get you the maximum number of points. Depending on the option best suited for your needs, you may spend 15-25% of your skills target to get 80% of the points in the first year. The earlier we start with this in your financial year, the better the results.

3.4 Supply and Value Chain Transformation

The elevated requirement for procurement from black-owned and black women-owned suppliers is a major challenge for most organisations. Gestalt's Supply and Value Chain Transformation service investigates the entire value chain of your business to identify feasible and sustainable solutions for you.

3.5 Verification Support Services

Gestalt is not a verification agency and as such we do not issue BEE Certificates. Through our experience of running Veri-Com since 2007. Veri-Com was the Verification Agency in our group until it withdrew from its SANAS Accreditation in June 2017 to allow the group to focus on its consulting business for all its clients.

The purpose of our Verification Support Services is to assist with the management of the verification readiness process, before entering the demanding procedure. Services include a preliminary assessment to review the current status of your company and identify critical gaps. This enables you to take corrective action and ensure optimum compliance before the end of a financial year.

Our specialists will discuss the documentation requirement with the task team responsible for collating the documentary evidence required for verification. Once the documentation is completed by you, Gestalt will review it against the requirements set by the selected verification agency; then guide the project team to obtain the correct documentation. A client can include verification support as an optional service if they have insufficient internal resources to manage this.

3.6 Independent Assessments

Gestalt is not a Verification Agency, but the Codes allow for certain reports to be completed by independent and competent persons. Sometimes clients need an independent opinion, a competent person's report or an assessment of aspects of their compliance. That's when you call Gestalt.

3.7 Mergers and Acquisitions

Finding the right local business/businesses to acquire or merge with is often a daunting task, especially if you represent an international business on a scouting trip. We're here to assist you with the fine details required by South African law.

3.8 International Clients and Multinationals

Foreign multinationals wanting to invest or engage in the South African Economy may find the task intimidating without a trusted team to unearth some of the many opportunities to achieve your requirements.

South Africa is a unique and attractive country with a well-developed economy; good infrastructure regarding manufacturing, business and logistics; and it has a financial and banking sector that can compete with many so-called "more advanced" countries across the globe, and particularly in Africa. Our country is known in the business world as the gateway to doing business on the continent.

However, the South African Government has adopted extensive and unique legislation and policies to change the way that money flows through the economy and has embarked on an aggressive path to raise the standards of fundamental drivers. Gestalt's experience in this area can be crucial to your success.

3.9 Gestalt Development Management

Gestalt facilitates and manages Enterprise and Supplier Development contributions on behalf of our clients. This can be set up to achieve specific transformation and development objectives in the client's supply chain, or simply to optimise B-BBEE scorecard recognition.

3.10 Workshops and Training

Gestalt offers a range of Strategy and Training Workshops. Our two-hour strategy session with a company's C-suite facilitated by the CEO of Gestalt is highly regarded. In this session, we review the strategic imperatives for transformation and compliance, and a review of the challenges and opportunities that may be present is popular with executives.

3.11 Economic Development in Africa

Gestalt works with governments and stakeholders across Africa, as well as the European Union and the South African Government, among others, to implement its bespoke sustainable local economic development models in a number of locations.

This includes enterprise development; unlocking procurement transformation to create new SMMEs; aquaculture; high-value agricultural crops; mining, road and housing construction; and brick-making plants. All these opportunities are built on the framework of the Gestalt Rural Economic Development model.

4 CONTACT INFORMATION

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