



# GLOBAL BUSINESS SOLUTIONS

future thinking, now

## ABOUT US

As one of **South Africa's leading, Labour Law and Human Resources Consultancies**, **Global Business Solutions** offers a diverse range of services aimed at empowering business with practical solutions.

With **over 25 years of experience and expertise** and an integrated national footprint, **Global Business Solutions** is well positioned to respond quickly and effectively to clients' needs by providing practical and sustainable solutions. Our client base includes the full range of private, public, governmental and parastatal organizations from large blue chip multinational companies to small and medium enterprises and startups across Southern Africa.

With a B-BBEE status of 125% (Level 2) we practice what we preach, and pride ourselves in creating pragmatic business solutions amidst the challenges that changes in legislation bring to business in general.

**Global Business Solutions** is able to partner with any organisation to ensure that every human capital need is met, managed and maximised.

**Future thinking, now.**

## CONTACT US



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## LEGAL SERVICES

Our team is comprised of admitted attorneys specialising in labour law, as well as experienced industrial relations practitioners that provide the full spectrum of labour law advice, guidance and support.

We are able to assist with everything from a disciplinary enquiry or CCMA Case.

We also offer support and assistance in commercial mediation, dispute resolution, collective bargaining and the drafting of contracts, policies and procedures.



## B-BBEE

Our extensive expertise in this dynamic field will assist your organisation. We offer support and consultation in terms of strategising, training, structuring and implementation of B-BBEE. Global conducts initial assessments of the client's B-BBEE scorecard, drafts strategies to optimize BEE positioning and capacitates structures in these areas.

We are proud to promote our ownership model which includes more than 30% black female ownership and 51% black ownership.

Amidst the challenges that changes in legislation bring, we pride ourselves in creating pragmatic business solutions.



## TRAINING

We are accredited to present training under the auspices of the Services SETA, ETDP SETA and the SABPP.

We also specialise in offering customised in-company training solutions to suit your specific needs.



## EMPLOYEE RELATIONS

With more than 25 years' experience in this field, we provide practical and effective solutions to all your ER and HR challenges.

Our expertise includes strategic planning, organisational design, leadership assessment and development, coaching, mentoring, career pathing, grading, audits, employee surveys and performance management.



## EMPLOYMENT EQUITY, SKILLS DEVELOPMENT

Recognised as one of the leading experts in this field, our services include, developing policies and procedures, compliance audits, equal pay analysis, employee awareness, committee training, drafting of equity plans and DOL reporting, B-BBEE alignment and all other functional support.

Our consultants can assist with Skills Audits, Workplace Skills Plans and Annual Training Reports.



## BUSINESS SERVICES

We have undertaken various projects in both the public and private sectors

Specific areas of expertise include restructuring, S197 employee transfers, organisational design and strategic planning and development.



## COACHING & MENTORING

This division provides a range of business skills and solutions applicable to both the public and private sector.

We have enjoyed particular success on the practical and strategic implementation of business solutions, aligned to strategic business objectives; rather than mere statutory compliance with legislation.



## OUR PEOPLE

We pride ourselves on our people, their expert knowledge, great service and benchmark turnaround time.

Leading this dynamic team of consultants are Jonathan Goldberg (CEO), who is nationally recognised as a leading expert in Labour Law, and fellow shareholders Thembi Chagonda (MD) and Mphathi Mgqaliso. Both are experts in their respective fields of Human Resource Management and Strategic Business Consulting.