

COMPANY PROFILE



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DABS PROFESSIONAL
SERVICES

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DABS Professional Services

At DABS Professional Services, we provide comprehensive consultancy services designed to help organisations improve performance, drive sustainable growth, and achieve long-term success.

Our purpose is to deliver quality services that enable our clients to realise full business and human capital potential.

Through proven methodologies and tailored strategic solutions, we partner with businesses to identify opportunities, overcome challenges, and implement practical strategies that deliver measurable results.

We provide solutions in:

- » Professional Business Consulting, Strategy Development Facilitation,
- » Human Capital Optimisation, Executive Search & Recruitment Services
- » Transformation Consultancy Solutions,
- » Executive & Leadership Coaching & Mentoring Services.

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A Strategic Business Partner that assists clients to create value through customized and effective professional and business quality service delivery.

About Us



Tshidi is an accomplished Human Resources Director with extensive experience in organizational development, strategy formulation, and leading high-performance teams. With a proven track record in driving transformation initiatives, she has successfully aligned culture, structure, and processes to create safe, inclusive, and high-performing workplace environments, in various sectors, including mining, manufacturing, energy, and others.

Throughout her distinguished career, she has partnered with executive leadership to design and implement people strategies that enhance organizational capability, foster employee engagement, and deliver measurable business outcomes. Known for her strategic mindset and strong leadership presence, she has guided organizations through complex change journeys while cultivating cultures of accountability, innovation, and collaboration.

Founder & Managing Director



Tshidi Dabula

FOUNDER & MANAGING DIRECTOR

In addition to her executive HR expertise, she holds an MCom: Business Management, BCom Hons: Employment Relations, a Certified Professional Business Coach accredited by GIBS and a member of the International Coaching Federation (ICF) & COMENSA. She works with executives and leaders to master the principle of operating at the right level, applying the right skills in the right roles to deliver optimal business results. Her coaching and facilitation extend to team dynamics and employee engagement platforms, enabling teams to understand their business environment, identify gaps, and implement strategies for improved performance.

Passionate about unlocking potential in people and organizations, she continues to champion initiatives that build resilient teams, strengthen leadership capability, and position businesses for sustainable success in dynamic environments.

Tshidi Dabula

Founder, Managing Director,
HR Consultant & Certified Executive / Leadership Coach & Mentor

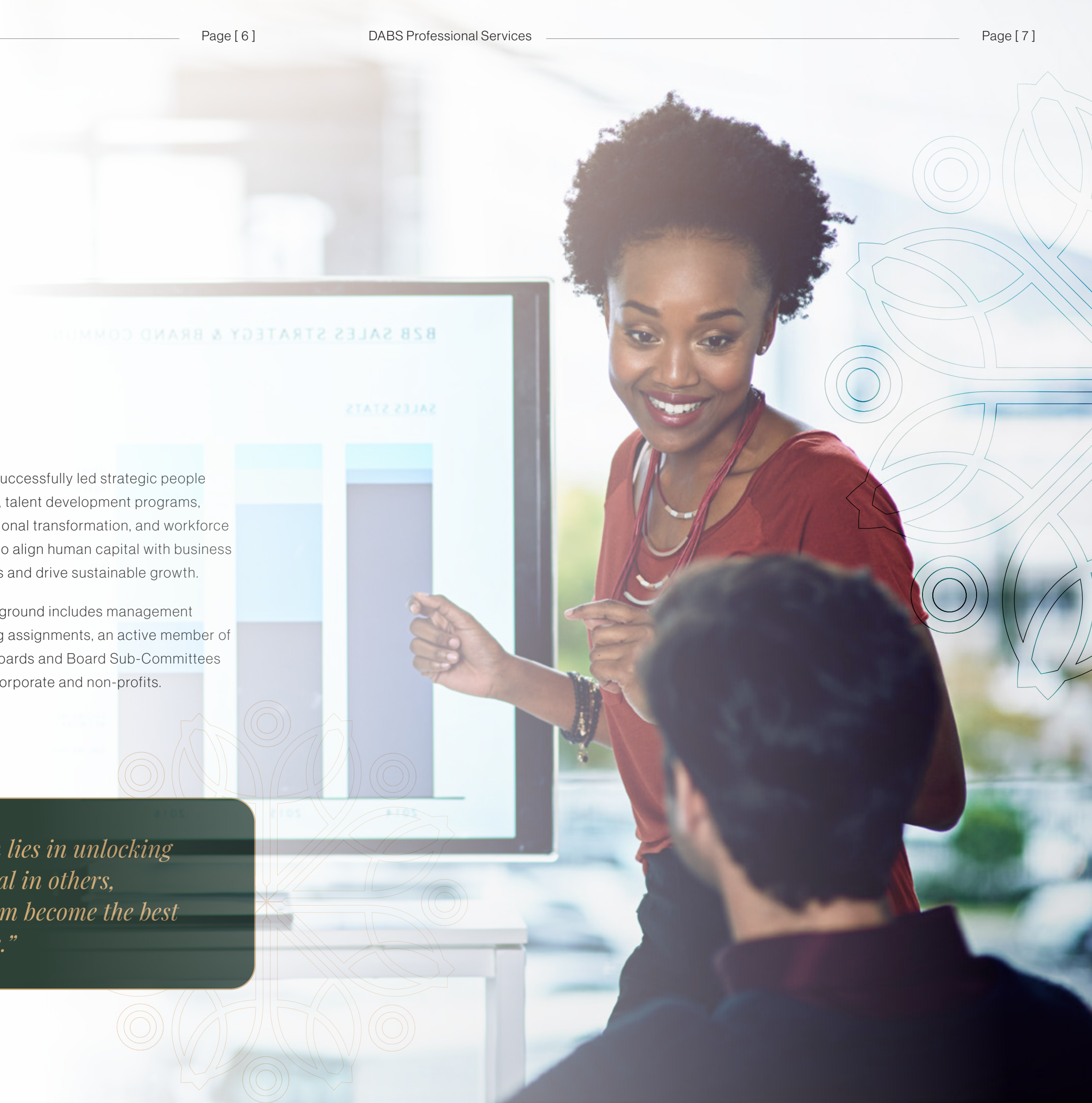
With Over 20 years experience in Human Resources, Tshidi continues to champion initiatives that build resilient teams, strengthen leadership capability, and position businesses for sustainable success in dynamic environments.

She has successfully led strategic people initiatives, talent development programs, organisational transformation, and workforce planning to align human capital with business objectives and drive sustainable growth.

Her background includes management consulting assignments, an active member of various Boards and Board Sub-Committees for both corporate and non-profits.



My passion lies in unlocking the potential in others, helping them become the best they can be."



Professional Services

1

EXECUTIVE & LEADERSHIP COACHING

OUR COACHING APPROACH

Our coaching approach is built on a powerful partnership that brings together the organisation's strategic context and the individual's leadership journey. By staying closely attuned to the realities of both, we create coaching experiences that are relevant, practical, and designed to deliver measurable impact.

Every coaching engagement is tailored to the organisation's priorities and the outcomes it wants to achieve. We offer one-on-one coaching for executives, senior leaders, and middle managers, as well as group coaching for junior managers and first-line managers or supervisors. Our structured yet flexible approach keeps the coaching journey focused on clear objectives while adapting to business demands and individual needs. Using proven coaching frameworks, leadership assessments, and practical tools, we help unlock meaningful growth, stronger leadership capability, and sustainable transformation.

EXECUTIVE AND SENIOR LEADERSHIP COACHING

Our Executive and Senior Leadership Coaching programme is designed to elevate both leadership performance and organisational impact. It enables leaders to deepen self-awareness, strengthen leadership capability, sharpen strategic thinking, and build the resilience needed to lead with confidence in complex environments. The result is stronger leadership presence, smoother transitions, accelerated career growth, and greater influence on business performance.

VALUE TO ORGANISATIONS

When leaders perform at their best, organisations see the difference across critical areas such as:

- Improved Business Performance
- Stronger Leadership Pipeline
- Enhanced Employee Engagement
- Better Change Leadership
- Improved Organisational Culture

WHY EXECUTIVE COACHING MATTERS

Executive coaching is one of the most effective ways to help high-potential leaders evolve from capable managers into transformational leaders. It empowers leaders to think strategically, lead with authenticity, inspire confidence, and deliver sustainable results through others.

LEADERSHIP AND MANAGEMENT COACHING

Our Leadership and Management Coaching programme equips emerging leaders and junior managers, including first-line managers, supervisors, and team leaders, with confidence, capability, and practical tools to succeed in their roles. It supports effective leadership transitions while developing the team leadership and personal effectiveness skills that are essential for strong performance and long-term growth within the organisation.

At this stage of leadership development, group coaching creates exceptional value by enabling shared learning, rich reflection, active engagement, and practical application in the workplace. It helps leaders grow not only through expert guidance, but also through the insights and experiences of their peers.

Each coaching journey is customised to align with the organisation's goals and the developmental needs of the individuals in the group. Our structured process ensures focus and consistency, while our flexible delivery allows us to respond effectively to the realities of the business and the people we support.

TYPICAL COACHING TOPICS

Effective communication, effective delegation and accountability, team motivation, conflict resolution, performance management, time management, building confidence as a leader, etc.

We believe that executive and leadership coaching is far more than a response to poor performance. It is a strategic investment in building stronger leaders, accelerating organisational performance, and preparing talent for future challenges and leadership responsibilities.

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EXECUTIVE SEARCH & RECRUITMENT

We partner with organisations to secure exceptional leaders who can shape strategy, strengthen culture,

drive transformation and deliver lasting business impact. Through a powerful blend of executive search, specialist recruitment, leadership assessment, talent advisory, and onboarding support, we help clients make confident leadership appointments that create measurable value from day one.

1. EXECUTIVE LEADERSHIP SEARCH & HEADHUNTING

A strategic leadership appointment is more than a hire; it is a business-critical investment. The right executive can accelerate growth, energise teams, reinforce culture, and reduce the significant cost and risk of a poor appointment.

OUR EXECUTIVE SEARCH APPROACH:

Every successful search begins with deep insight. We take time to understand the organisation's strategy, growth ambitions, transformation priorities, leadership challenges, future capability needs, culture, operating environment, people strategy, Employee Value Proposition and market positioning.

This discovery process enables us to act as a true strategic partner, aligning every stage of the search with the client's business goals and identifying leaders who are not only qualified but genuinely suited to the organisation's future.

We define the role with precision, including its purpose, success measures, leadership expectations, behavioural competencies, and culture-fit requirements. Our assessment approach goes beyond career history to uncover each

candidate's leadership capability, potential, motivation, and alignment through credible assessment tools and competency-based interviews.

2. MANAGEMENT & SPECIALIST RECRUITMENT

For management and specialist roles, we apply the same disciplined methodology with the right level of intensity for the appointment. This delivers a focused, efficient, and high-value recruitment experience that connects organisations with the specialist talent they need to perform, grow, and compete.

3. EXECUTIVE SEARCH & RECRUITMENT PROCESS

- Organisational diagnosis: Build a clear picture of the business context, leadership priorities, culture, and role requirements.
- Market mapping: Identify high-value talent pools, competitor landscapes, and potential candidates with the right capabilities.
- Candidate attraction: Position the opportunity with impact and engage suitable candidates through a compelling value proposition.
- Candidate assessment: Evaluate experience, leadership capability, behavioural competencies, motivation, and cultural alignment.
- Executive onboarding coaching: Offer tailored onboarding support to accelerate integration, confidence, and early leadership impact. This service is recommended and offered at an additional fee



3

TEAM ALIGNMENT, COHESION AND TEAM BUILDING

Our team facilitation offering is designed to unlock stronger, more connected, and higher-performing teams. Through proven team and individual assessments, engaging methodologies, and practical experiences, we help teams deepen understanding, address challenges openly, resolve conflict constructively, and unite behind a shared purpose.

We partner with leadership, departmental, and divisional teams to build the cohesion and alignment that drives sustainable organisational performance. Even the most capable teams can fall short when trust is weak, priorities are unclear, or people are not working towards the same strategic goals. Our facilitation helps close these gaps and turn potential into performance.

Through expertly facilitated workshops and engagement sessions, we help teams strengthen cohesion and alignment in practical, visible, and measurable ways:

BUILDING COHESION

- Fostering trust and psychological safety
- Encouraging collaboration
- Recognizing contributions
- Enabling teams with the tools to manage conflict constructively
- Creating inclusive team environments

BUILDING ALIGNMENT

- Communicating the vision and strategy clearly
- Setting clear expectations and goals
- Defining roles and responsibilities

- Ensuring priorities are understood
- Regularly reviewing progress against objectives.

The result is a team that is more focused, more connected, and better equipped to deliver results together in a safe, supportive, and high-trust environment.

TEAM BUILDING FACILITATION

In addition to building team cohesion and alignment, we deliver team building facilitation for leadership, departmental, and divisional teams across organisations.

Our team building facilitation is a purposeful, high-impact process that strengthens relationships, builds trust, improves communication, and enhances collaboration. It creates the conditions for teams to work better together, stay aligned around shared goals, and deliver stronger results.

Our team building process helps organisations to:

- Improve communication and collaboration
- Build trust among team members
- Increase engagement and morale
- Reduce workplace conflict
- Strengthen problem-solving and innovation
- Enhance productivity and performance
- Support diversity, equity, inclusion, and belonging
- Strengthening alignment with organisational goals



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HUMAN CAPITAL OPTIMISATION

With more than 20 years of experience leading Human Capital functions in global and multinational organisations, we deliver end-to-end solutions that enable clients to sharpen their people strategy, evaluate the effectiveness of employee life cycle policies, processes, and systems, and align them with leading practice to unlock measurable business value.

Our services cover the full employee life cycle, from attraction and recruitment to onboarding, workforce planning, learning and development, performance management, talent management and succession, culture, employee engagement, retention, employee well-being, and workplace harmony—ensuring every stage is intentionally designed to strengthen organisational performance.

By taking this end-to-end approach, we help clients optimise the Employee Value Chain so that every touchpoint of the employee experience drives stronger engagement, higher retention, improved capability, and sustained business success.

Our aim is to help organisations place the right people, with the right capabilities, in the right roles, at the right time—while building a consistent, positive employee experience that attracts talent, strengthens commitment, and supports long-term growth.

CORE SERVICES ACROSS THE EMPLOYEE LIFE CYCLE

Our end-to-end Human Capital services include:

- Workforce Planning
- Employer Branding and Attraction
- Recruitment and Selection
- Onboarding and Integration
- Performance Management
- Learning and Development
- Talent Management and Succession
- Employee Engagement and Well-being
- Reward and Recognition
- Retention
- Offboarding



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STRATEGY DEVELOPMENT FACILITATION

Our strategy facilitation approach helps leaders turn bold vision into measurable business results. We work with organisations to bridge the gap between strategy and execution so that priorities are clear, capabilities are aligned, and progress is visible at every stage. The result is a practical, results-driven strategy that builds momentum, sharpens focus, and positions the business for sustainable growth.

When facilitating strategy development sessions for our clients, we follow a three-phase process:

Phase 1: Strategy Development – shaping a clear, competitive direction for growth

Phase 2: Strategy Operationalisation – turning strategy into focused action and accountable delivery

Phase 3: Strategy Enablement – building the alignment and capability needed for lasting success

1. STRATEGY DEVELOPMENT

We help clients craft robust, forward-looking business strategies using proven methodologies that uncover the most promising strategic opportunities and support confident decision-making.

By combining best-practice research with thoughtful resource alignment, we design strategies that are not only ambitious, but practical—strengthening competitive advantage, unlocking value, and creating a strong foundation for long-term success.

2. STRATEGY OPERATIONALISATION

A strong strategy only delivers value when it can be executed effectively. We help clients translate strategic intent into clear operational plans that support disciplined execution, performance tracking, and meaningful reporting across the business. Through focused, facilitated review sessions, we help organisations stay on course, respond to change with agility, and continuously refine execution to achieve better results.

3. STRATEGY ENABLEMENT

Successful strategy depends on an organisation's ability to deliver. We work with clients to assess business-wide readiness, identify capability gaps, and uncover opportunities to strengthen performance, improve efficiency, and align the organisation behind strategic priorities.

We facilitate this process across leadership, management, and operational teams to build shared ownership, stronger alignment, and the commitment needed to turn strategy into lasting impact.

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ORGANISATIONAL DEVELOPMENT
& CHANGE MANAGEMENT

We help clients drive organisational success by aligning structure, workflows, people, culture, and strategic realities of work so they can respond with confidence to an ever-evolving business environment. Through practical organisational development and change management frameworks, tools, and engagement platforms tailored to each transformation, we enable organisations to navigate complexity and deliver meaningful change.

Our Organisational Development and Change Management approach is designed to align people, processes, culture, leadership, and strategy so that change delivers lasting value. We do not simply help organisations implement change, we help them build resilience, improve performance, and create the conditions to sustain results over time.

Our Approach

- Diagnose the current state
- Define the future state
- Assess change impact
- Develop the change strategy
- Implement the change
- Sustain and embed the change

We support organisations through diagnostic services, facilitation, coaching, and capability-building interventions that equip leaders and teams to embrace change and perform at their best.

Our guiding principle is that successful organisational development and change management happen when strategy, structure, culture, leadership, and people, systems work together to support the desired future state. Change is most effective when employees understand it, believe in it, are equipped to deliver it, and see leaders consistently championing it.

7

TRAINING AND DEVELOPMENT

We partner with organisations to build leadership capability, strengthen organisational effectiveness, and develop high-performing employees through integrated training, coaching, talent development, and transformation programmes.

Our solutions align people, performance, and strategy to support sustainable organisational and personal success. We believe training should not only improve what employees know; it should strengthen what they do, how they perform, and the results they deliver.

Our programmes are designed for employees at every level, from junior managers to executives. They develop leadership capability, personal effectiveness, and team performance to support both business goals and individual growth.

Training can be delivered online or in person, depending on organisational needs. Our training and development offering includes the following areas:

A. ORGANISATIONAL DEVELOPMENT

This area focuses on improving organisational effectiveness by helping teams align around strategy, adapt to change, strengthen culture, and work more effectively together.

Key Topics	Expected Outcomes
Strategy execution Change management Culture transformation Diversity and inclusion Team effectiveness	Better organisational alignment Improved workplace culture Increased organisational agility

B. LEADERSHIP DEVELOPMENT

This area develops leaders at every level, from emerging leaders to middle managers and executives, with a focus on practical leadership behaviours and measurable organisational impact.

Programme Level	Key Topics	Expected Outcomes
Emerging Leaders	Supervisory skills Communication skills Conflict management Team leadership	Stronger leadership pipeline Improved succession readiness Greater leadership effectiveness
Middle Managers	Coaching and mentoring Performance management Stakeholder management Decision-making Effective delegation Accountability	
Executives	Strategic leadership Executive presence Leading transformation Governance and ethics Executive coaching	

C. PERSONAL DEVELOPMENT

This area focuses on individual effectiveness, self-leadership, resilience, and career growth, helping employees perform with greater confidence, focus, and wellbeing.

Key Topics	Expected Outcomes
Emotional intelligence Personal mastery Resilience and wellbeing Time management Communication skills Assertiveness, confidence, and self-leadership	Improved engagement Higher productivity Greater job satisfaction

8

TRANSFORMATION & COMPLIANCE

We support clients with the transformation and compliance frameworks, processes, policies and tools needed to balance legal compliance with meaningful organisational change. Effective transformation is more than a compliance requirement; it is a strategic business imperative that strengthens sustainability, competitiveness, talent attraction and social impact.

Our approach includes facilitating transformation strategy design, roadmaps, key performance indicators, leadership accountability and governance frameworks. Once the strategy is defined, we align it with the broader business strategy and key transformation pillars, including B-BBEE, Employment Equity, Skills Development, industry scorecards and relevant legislative requirements.

FACILITATION SERVICES:

1. Transformation Strategy Alignment

Objective: Align transformation goals with the organisation's business strategy.

- Executive workshops
- Transformation strategy facilitation
- Leadership alignment sessions
- Transformation governance design

2. Employment Equity

Objective: Promote equitable representation, participation and inclusion across the organisation.

- Employment Equity Committee facilitation and capacity building
- EE Plan development facilitation
- EE reporting support facilitation
- Diversity, Equity, Inclusion and Belonging awareness workshops
- Inclusive leadership coaching

3. B-BBEE Optimisation

Objective: Improve B-BBEE performance while creating

sustainable business and social value.

- B-BBEE gap analysis
- Strategy development
- Scorecard planning
- Skills development planning
- Supplier development initiatives

4. Skills Development

Objective: Build future-fit capabilities while maximising compliance and development benefits.

- Skills planning facilitation
- SETA submissions facilitation
- Learning programme design facilitation
- Leadership academies facilitation
- Coaching and mentoring programmes

5. Diversity, Equity, Inclusion and Belonging (DEIB)

Objective: Create an inclusive workplace where diverse talent can participate, contribute and thrive.

- DEIB awareness workshops
- Inclusion diagnostics
- Team effectiveness programmes
- Inclusive leadership coaching

6. Compliance Management

Objective: Reduce legal, operational and reputational risk through effective compliance management.

- Compliance audits
- Policy reviews
- Governance assessments
- Compliance dashboards



Clients

INDUSTRIES:

- Mining
- Engineering & Technology
- Chemicals
- Manufacturing
- Energy & Water
- Property Management
- Sector Education & Training Authority (SETAs)



Our Partnerships & Collaborations

INDUSTRIES:

- Engineering
- Business & HR Consultancy
- Film Production, Media & Advertising
- Academia
- NPOs



CONTACT US:

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THANK YOU