

COMETSA

Cometsa
GoC International (Pty) Ltd



Human Capital Division

We apply our **MIND** to the **JOURNEY** that takes us to our **DESTINY**

Value Proposition

We help organizations identify human capital and management capabilities needed to accomplish the organization's business goals, secure senior management support for the development processes, develop tailored management development interventions which are aligned with the business needs, introduce integrated coaching & mentoring for performance, and achieve individual & organizational accountability.

Training & Development

Training Needs Analysis: Effective training and development depends on knowing what results are required for individual, department and organization.

Personal Development Planning: Development is a lifelong process of nurturing, shaping, and improving skills, knowledge, and interests in order to enhance effectiveness and adaptability, and minimize the chance that skills might become obsolete or made redundant.

Work-Integrated Learning (WIL)

Industry Skills Development Programme forms part of Cooperative Education offerings. The key elements of the programme are:

- Work-Integrated Learning (WIL)
- Employability & Readiness Training
- Skills Development

Continuous Professional Support

Coaching: Coaching is effectively used as one of a range of learning activities when a client has potential that can best be developed through a focused relationship with the coach.

We apply our **MIND** to the **JOURNEY...**

Mentoring: Mentoring is a relationship in which one person (the mentor) - usually someone more experienced and often more senior - helps another (the mentee) to discover more about his or her personal qualities, capabilities and potential.

Change Management

“The only thing that is constant is Change”, Heraklit of Ephesus (about. 540 - 480 BC.).

Change Management involves conception, planning, organization, implementation, control and stabilization of the change processes of an organisation, with the aim to maximize the effectiveness and efficiency of the processes and to reach the widest possible acceptance by managers and employees.

Strategic Planning

Strategic planning provides an organization with a frame-work for: understanding its position in the market place, moving forward with a sense of direction, purpose and urgency, focusing on issues such as quality, productivity and customer satisfaction, improving motivation, communication, and changing to deliver required results.

Diversity Management & Inclusion

Create culture that values Diversity & Inclusion

Facilitates implementation of Diversity Management

Introduce Diversity Management practices based on respect and dignity

Remove cosmetic practices out of the organization; promotes employment and advancement opportunities

Employment Equity

Develop and share common understanding of Employment Equity challenges facing the organisation. Achieve a commitment to develop a comprehensive Employment Equity Programme and a culture of team work among the members of the Employment Equity Forum.

...that takes us to our **DESTINY**

Recruitment & Selection

Permanent Staff Recruitment Services: Our service offering is classified into Basic Recruitment, Professional Placements, Executive Search, and Talent Management.

Student Recruitment Programme: Our student recruitment programme entails partnership with the institutions of learning, conducting employability development programmes, mentoring, career coaching & monitoring, and evaluation while at the places of work.

Global Talent Mobility

Visa and work permit applications and extensions; look and see support; pre-assignment orientation; expatriate orientation and socialization; house/accomodation search; negotiations with the landlords; completion and renewal of lease agreements; temporary house/accommodation; hotel/apartment bookings; property inspections; utilities facilitation; security audits, inspections and installations; assignments completion; coaching; and repatriation services.

DIALOGUES - The LEKGOTLA Methodology

It is very difficult to create and develop knowledge as an isolated individual. Every time one engages in a group dialogue new thoughts emerge. That is the power of collective thinking. We are confident that our Lekgotla Networks are the common source of insights for opinion makers, and other practitioners in search of diverse and fresh perspectives that will inform and transform our world.