



COMPANY PROFILE 2023



WHAT WE DO AND HOW WE DO IT

KIRSH ADVISORY SERVICES (KAS) was established with a strategic aim to comprehensively provide business strategy, B-BBEE Advisory and Consulting, manage and administrate the establishment and progress of Ownership transactions, Skills Development, Enterprise Supplier Development, Socio Economic Development and Skills Development Initiatives on behalf of measured entities. The objective was to create an innovative model for the development of a sustainable and a financially and operationally independent investment business which invests in high growth small, medium and micro size enterprises with good economic and impact returns.

ORGANISATIONAL PRÉCIS

Kirsh Advisory Services is a B-BBEE Level 1 Compliant organization, wholly black owned and controlled professional and competent organization providing strategic advisory, business solutions, foremost and innovative methodologies leading to the desired aspect of the client's objective and intent. Our leaders are industry expert, with extensive industry or sectors scorecard knowledge. Our organization keeps itself abreast of industry updates, alliance with government institutions spearheading transformation and changes leading to the organization setting the pace on solutions amongst its competitors.

ABOUT US

Our aim or mission is to create sustainable programs and provide solutions that are economically transformational to both the measured entity and the beneficiary entity.

As a professional organization with well-versed industry experts in the field B-BBEE and consolidated industry experience and knowledge in South Africa, **Kirsh Advisory Services** aim to develop entrepreneurial companies in order to help alleviate poverty in South Africa by creating jobs, transfer skills to black people with disabilities and to generate a return for its beneficiaries.

Kirsh Advisory Services was established in response to South African corporates requiring a solution that would enable them to assist in promoting positive economic growth in South Africa through well placed impactful investments.

OUR EXECUTIVE DIRECTOR SUMMARY

William Sekgobela is an acknowledged and well versed expert in B-BBEE advisory, processes, systems, obligations and requirements. His fifteen (15) years industry experience spans through a wide range of industries such as mining and quarrying, construction, ICT, property management and development, media etc. He has managed advisory and transformational projects for both local private and public entities and multinationals such as Rio Tinto, African Rainbow Minerals, HSBC, Northam, Palabora Mining, City of Johannesburg, BMW South Africa, Publicis Africa Groupe, AECI, SASRIA SOC, National Youth Development Agency and many more.

He is well known as a seasoned and hardworking entrepreneur with significant management experience. His passion for excellence, growth and development and strategy has attracted multinationals such as Interactive Intelligence headquartered in Indianapolis to appoint him on Board as an Executive Director Transformation leading to overall purchase of a thirty percent (30%) asset of the business. He was further appointed by Publicis Africa Groupe, the tenth largest advertising agency in the world as an Executive Director, the focus being transformation and compliance.

Due to his strong desire for knowledge, he further pursued Directorship courses with the INSTITUTE OF DIRECTORS SOUTH AFRICA (IDSA) and he has completed the following courses:

- Introduction to Corporate Governance
- The governing body's role in ethics, strategy, performance & integrated reporting
- The governing body's role in risk, compliance, technology, information & assurance
- Increasing the governing body's effectiveness and adding value
- Boardroom theory into practice
- In association with The Ethics Institute

William Sekgobela in his leadership and executive role within the organizations he led and currently spearheading; he is constantly demonstrating the following:

- Increase knowledge as a professional director
- Demonstrate proficiency of governance knowledge
- Commitment to continuous professional development
- Demonstrate their integrity and commitment to moral and legal duties
- Uphold standards of sound governance in South Africa

Linked Articles:

<https://it-online.co.za/2016/05/18/bee-partner-for-interactive-intelligence-services/>

KAS VISION

- To provide the most efficient and effective corporate solutions to all sector clientele.

OUR MISSION

- We provide the most comprehensive strategic B-BBEE and business solutions aligned and guided by the DTI Codes of Good Practice.
- Our expertise and industry exposure grants us leverage and allows our clients to access unlimited wealth of solutions for their existing challenges.
- We are a well-versed organization with solid and diverse sector knowledge and exposure ranging from small medium enterprises, non-listed and JSE listed incorporating the Top 200 JSE Listed and globally listed organization with African footprint, thus allowing us to take up any organizational challenges and provide sustainable solutions aligning to the country's transformational agenda.

B-BBEE STRATEGY

- B-BBEE Strategy Advisory
- Enterprise Supplier Development Solutions & Business Alignment
- B-BBEE Scenario Planning & Research
- B-BBEE Ownership Structures
- Enterprise & Supplier Development Strategy
- B-BBEE Software Solutions
- Skills Development Advisory

PROUDLY SOUTH AFRICAN

- As a locally developed and established organization, we commit ourselves to providing high quality services to our clients through the utilization of local goods and services. We are proudly South African that emboldens the procurement and consumption of locally manufactured goods and services.



POLICY DEVELOPMENT AND STRATEGY

With more than 15 years of industry participation, knowledge and exposure, we have engaged extensively with clients from unique sectors and operations, we have accumulated some comprehensions that have led to us becoming master policy and strategy developers, prevailing the development from creation to expiration. We are constantly sharpening our skills in each element of the B-BBEE scorecard and are poised to assist organizations develop watertight documents, governing each department as desired, to reach maximum compliance.

MARKET

- To establish and maintain our position as a transformational and solution-centric organization in South Africa and African continent.

LEADING

- To be a leading service provider in B-BBEE solutions and strategy development.

SOLUTIONS

- We are prompt, precise and affordable. Excellence cannot be negotiation.

BRAND

- **KAS** brand is built on integrity and values that do not compromise excellence and competency.

PRE-ENGAGEMENT METHODOLOGY

Our organization has the most simplified yet productive empowerment preparatory methodology which allows for the provision of a solution that will lead to the compliance position of the organization. Prior to the verification certificate issuance, the company will be able to preview its positions and we ensure strategic alignment for level upgrade or maintenance within the precept of B-BBEE sector scorecard.

Kirsh Advisory Services strategically provides each client with a dedicated solution specialist support designed to address the questions clients may need clarification on, three interactive or interpersonal and online meetings which are aimed to achieve the following:

- Provide positional update on the entity and elemental compliance
- Collation of data regarding the category concentrated unless otherwise the provision of data is annual
- Industry Updates on sector changes - this will assist the client to implement solutions that will sustain value and impact by the measured entity

NON-FINANCIAL GROWTH SUPPORT

Beneficiaries are trained and linked to competitive industry executive for support, mentorship and leadership development. We offer non-financial growth support that includes participation in our cutting edge accelerator programme

ENTERPRISE SUPPLIER DEVELOPMENT

Our concentration and strategic focus is on majority black owned and controlled entities which do not have access to the same sector as the measured entity. Through preferential procurement, we seek to empower the SMMEs to gain much access and provide mentorship and guidance in implementation of projects.

SOCIO ECONOMIC DEVELOPMENT

KIRSH ADVISORY SERVICES direct monetarily and non-monetarily great support to non-profit organisations whose beneficiary base in more than 75% black. Our programs ensured maximum impact in the implementation. Our assistance to beneficiary entities is track to determine the level of impact made by our programme

PROVIDE ACCESS TO MARKET

We assist in providing access to market through supplier development relationships with many large South African corporates.

SOME OF THE CLIENTS WE HAVE SERVED

Kirsh Advisory works together with high quality clients locally nationally. Our drive is to find transformational and impactful solution since we comprehend the cultural nuances of the rich and diverse south African landscape and Africa as a continent.

• Publicis Groupe Africa including Leo Burnett, Publicis Machine, Saatchi & Saatchi, Zenith, Starcom, Minanawe, PopiMedia

• The Creative Council

• RioTinto

• Palabora Mining

• Palabora Foundation

• Huawei

• DHL

• Standard Chartered Bank

• HSBC

• The Seating

• NYDA - National Youth Development Agency

• WILMAR SA

• PUMA Energy

• Sishen Iron Ore Mine

• Africa Rainbow Minerals (ARM) - Beeshoek Mine

• MOFAYA BEVERAGE HOLDINGS

• AFRI-Guard

• HPS Holdings

• More Corporate Services

• Tirhani Actioneers

• Zamalwandle Transport Services

• Colt Logistics

• AECI

• Marrico Sales and Marketing

• Lurrico Electrical and Mechanical Supplies



RioTinto



HSBC



Standard
Chartered



wilmar



CORPORATE VALUE PROPOSITION

As a measured entity:

A consolidated B-BBEE Solution incorporating the following elements of the scorecard:

- Ownership
- Management Control
- Enterprise Development
- Supplier Development
- Skills Development
- Socio Economic Development

Maximization of scorecard points which will improve on the company's performance on the overall transformation agenda.

YOUR BUSINESS WILL BE EMPOWERED

Our team brings a wealth of experience to Kirsh Advisory Services

Our leadership, advisor, investment and growth support team bring a wealth of experience to **Kirsh Advisory Services**. This experience covers everything from entrepreneurship, farming, finance and banking to business strategy, skills development training, innovation and social impact investment. The Growth Support team also includes Super Coaches who are seasoned entrepreneurs / scale up leaders. **Kirsh Advisory Services** will match founder teams to a Super Coach that has faced the same kind of scale up challenges that you are likely to, based on your unique business and journey.

IMPACT and VALUE

Through our years of experience, **KIRSH ADVISORY SERVICES** has developed internal processes which assist companies to comply and also allocate ESD resources to the relevant qualifying beneficiaries.

SECTORAL IMPACT

KIRSH ADVISORY SERVICES has ensured that clients are advised to invest in businesses where the investment can generate positive economic transformation and good return. The entities focused on show reflect signs of sustainability. Over the years we have assisted mining companies, farming and information communication technology entities with the objective being growth and sustainability. All beneficiaries are 100% black.

www.kirshadvisory.co.za





OUR ENTERPRISE SUPPLIER DEVELOPMENT PROGRAMS

- A sector agnostic approach allows us to assist businesses across South Africa and build a diversified investment portfolio.
- Investments or contributions are made in alignment with the B-BBEE Codes of Good Practice, Environmental, Social & Governance factors and the Sustainable Development Goals.
- Each investment is assessed through a comprehensive due diligence process and affordability assessment.
- Of the entrepreneurs supported are black
- Cumulative jobs supported across key sectors of the South African economy.
- Bursaries provided to underprivileged students.
- Direct & indirect jobs have been created due to the operations of the investee.

ENTERPRISE DEVELOPMENT BENEFITS

- Immediate and ongoing access to Enterprise Development points
- Single upfront investment which counts towards your Enterprise Development score annually
- Unique long term financial and impact track record
- Turnkey investment with annual accredited Enterprise Development Statement
- Social and economic impact assessment according to global best practice
- Dedicated professional investment team.
- Dedicated support by enterprise development professionals

SUMMARY

Kirsh Advisory Services works closely with corporate investors who are looking for a scalable, professional and market leading solution to their Enterprise Supplier Development, Socio Economic Development and Skills Development needs. Enterprise makes commercial unlisted fixed income investments, thereby providing diversified exposure into qualifying Enterprise Development investments, together with meaningful and measurable social benefits. Companies can now invest their enterprise development spend strategically by combining a real return on their investment and earn accredited enterprise development points.

We recognise the pivotal role of small, medium and micro-sized enterprise (SMME) to the development of the South African economy. It is through entrepreneurs that we stimulate economic growth, transformation and improve the lives of communities.

Our organization's Enterprise and Supplier Development Fund, Skills Development and Socio Economic Development Fund exists to provide black owned businesses an avenue to channel their vision, transform the business landscape and in so doing create much-needed jobs in our country.

Through the opportunities and support provided, entrepreneurs are able to gain business and technical support, access to funding and access to our procurement channels, thereby assisting us to transform our supply chain. Black people with disabilities are able to be given great access into the second economy. Developing small, medium and micro-sized enterprises enables investors to diversify organisational supplier base, broaden economic participation and deliver on the country's economic development objectives.





CONTACT US

168, 14th Road, Unit 1A Tuscan
Gardens Office Park,
Noordwyk,
Midrand
1687

Mobile No. | +27-73-171-9476
Email: info@kirshadvisory.co.za
Email: william@kirshadvisory.co.za
Website: www.kirshadvisory.co.za



COMPANY PROFILE 2023