Company Profile

2026

Anchored in Governance – Driven by Excellence – Powered by Transformation

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CIPC Registration Number**:** **2007 / 193975 / 23**

CSD Supplier Number: **MAAA0378120**

B-BBEE Status: **Level 1** -100% Black-owned SMME

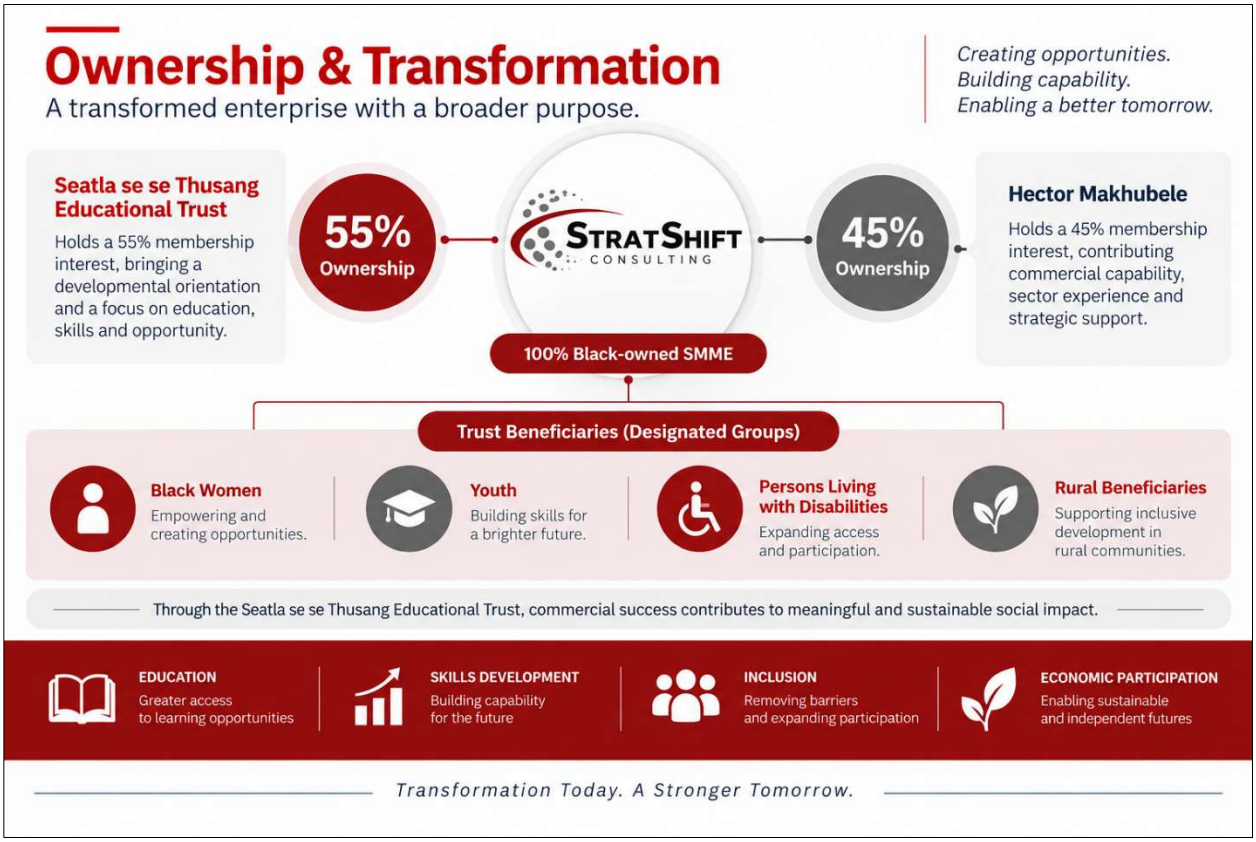
1. Identity & Positioning

About Us

StratShift Consulting, formerly MK Training CC, is a South African management consulting firm that helps organisations translate strategic intent into measurable performance. We operate at the intersection of strategy, governance, organisational performance, leadership and implementation through strengthening both the systems that enable performance and the people responsible for delivering it.

The StratShift identity reflects an evolution from a training-led business into an integrated management consulting practice. While leadership development remains an important capability, it is now part of a broader consulting proposition that connects organisational direction, performance systems, leadership behaviour and execution.

We are more than just a consulting firm; we are a transformed enterprise that creates sustainable developmental impact through commercial excellence. Our equity structure presented below is a testament to who we really are.



Ownership & Transformation

StratShift Consulting is structured as a transformed South African enterprise. Seatla se se Thusang Educational Trust holds a 55% membership interest, and Hector Makhubele holds a 45% membership interest. This structure combines commercial capability with a broader

developmental orientation and supports StratShift's commitment to meaningful transformation and sustainable impact.

StratShift Consulting is a Small, Medium, and Micro Enterprise with a 100% Black-owned - B-BBEE profile, including a 55% representation from designated groups of *black women, youth and people living with disabilities*, as reflected in the company's current ownership and affidavit documentation.

The significance of the Trust's participation extends beyond ownership. Its beneficiaries are young Black women from rural communities, including those living with disabilities and groups that may experience overlapping barriers to education, skills development, economic participation and access to opportunity.

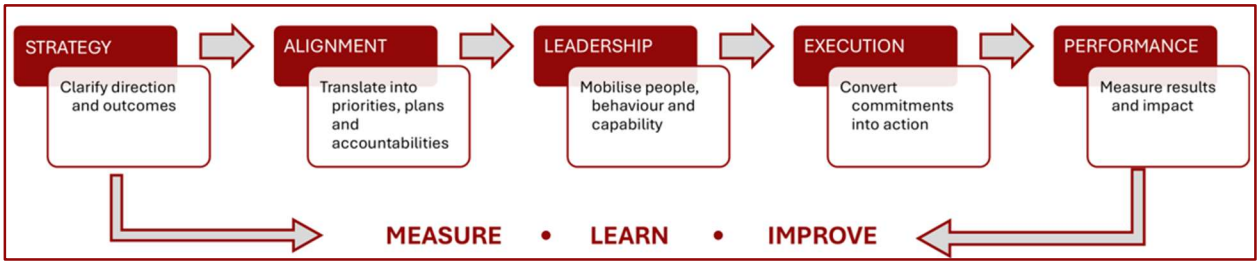
Through the Seatla se se Thusang Educational Trust, StratShift's ownership structure therefore creates a platform through which commercial success can contribute to broader developmental impact. As the Trust develops its programmes and resources, its focus will be on creating and facilitating opportunities that support the education, skills development, personal growth and longer-term economic participation of its beneficiaries.

This creates an important connection between enterprise, transformation and social impact: StratShift seeks to build a sustainable and competitive consulting business while its ownership model provides a vehicle through which historically underserved beneficiaries can progressively gain access to developmental opportunities, capabilities and pathways towards greater economic independence.

In this way, transformation is positioned not merely as a measure of ownership, but as an opportunity to translate participation into meaningful and sustainable development.

2. Our Philosophy & Approach

Strategy has value only when it changes what an organisation does. StratShift therefore approaches consulting as a connected performance system rather than as a series of isolated interventions.



StratShift works across this connected performance cycle. Strategy establishes where the organisation is going and the outcomes that matter. Alignment translates that direction into structures, priorities, plans, resources, measures and accountabilities. Leadership mobilises people, behaviours, ownership and capability around those priorities. Execution

converts commitments into day-to-day action and delivery, while performance provides evidence of results and impact. Measurement, learning and feedback close the cycle by informing the next strategic and operational decisions.

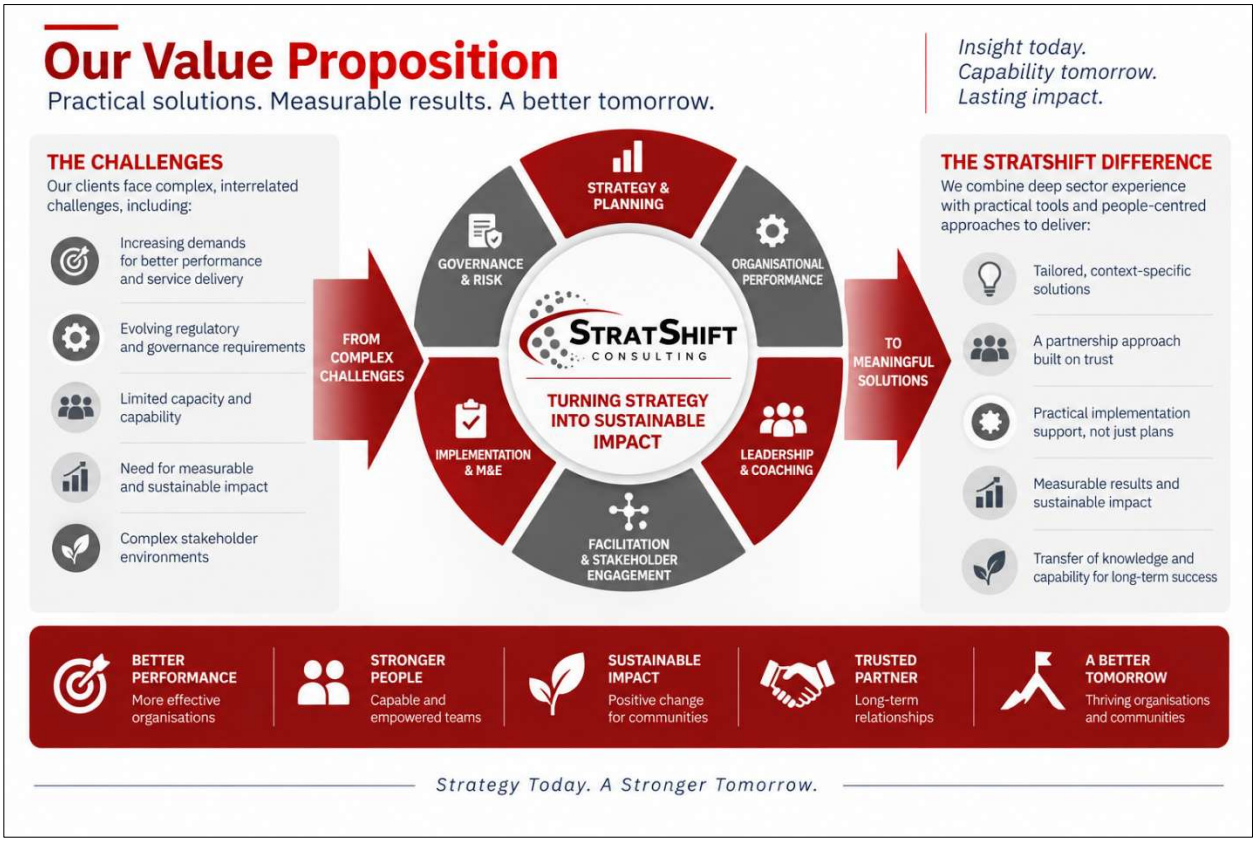
Governance provides the foundation for the cycle by clarifying mandate, accountability, decision rights and performance expectations. **Excellence** emerges when strategy, organisational alignment, leadership and execution work together consistently and are supported by effective systems and measurable standards. **Transformation** becomes sustainable when improved behaviours, capabilities, systems and ways of working are embedded in day-to-day organisational practice.

Performance evidence closes the cycle. Monitoring, evaluation and feedback enable organisations to assess results, test assumptions, learn from implementation and continuously refine strategy and execution.

ANCHORED IN GOVERNANCE – DRIVEN BY EXCELLENCE – POWERED BY TRANSFORMATION

3. Our Value Proposition

We do not just develop strategies; we help organisations convert strategy into measurable and sustainable results. The diagram below is a testament of why you should choose us.



We provide integrated consulting and development services that enable organisations translate strategic intent into measurable performance. Our services are structured around six complementary focus areas, working together to build capable organisations, effective leaders and sustainable results.



Strategy & Planning

From vision to viable, implementable plans.

- Facilitation of Board, Executive, Management and stakeholder strategic planning sessions.
- Development and review of Strategic Plans, Corporate Plans, Business Plans, Annual Performance Plans (APPs), Annual Operational Plans (AOPs), IDPs and SDBIPs.
- Outcomes-based planning, Theory of Change, Logic Models / Logframes, root-cause analysis and strategy mapping.
- Translation of strategic priorities into implementation programmes, projects, activities, responsibilities, milestones, budgets and risks.
- Alignment with public-sector planning frameworks and performance requirements where applicable.
- Workshop reports, strategic decision records and implementation roadmaps.

Performance Management, Monitoring & Evaluation

From plans to measurable impact.

- Organisational performance management frameworks, policies, procedures and reporting arrangements.
- Balanced Scorecards, SMART indicators, targets, Technical Indicator Descriptions and performance measurement systems.
- Monitoring, evaluation and reporting frameworks linked to impact, outcomes, outputs and implementation evidence.
- Performance information reviews, data-quality improvement and management reporting.
- Performance improvement processes, feedback loops and continuous improvement.
- 360-degree feedback, recognition and accountability mechanisms where appropriate.

Organisational Development, Change & Transformation

From potential to performance.

- Organisational design and alignment of structures to strategy and operating requirements.
- Job profiling, job evaluation, skills audits and competency frameworks.
- Talent, succession and capability development approaches.
- Culture and change interventions that strengthen accountability, collaboration and adaptability.

- Business process review and alignment, including support for digital transformation initiatives.
- Organisational health assessments and transformation roadmaps.

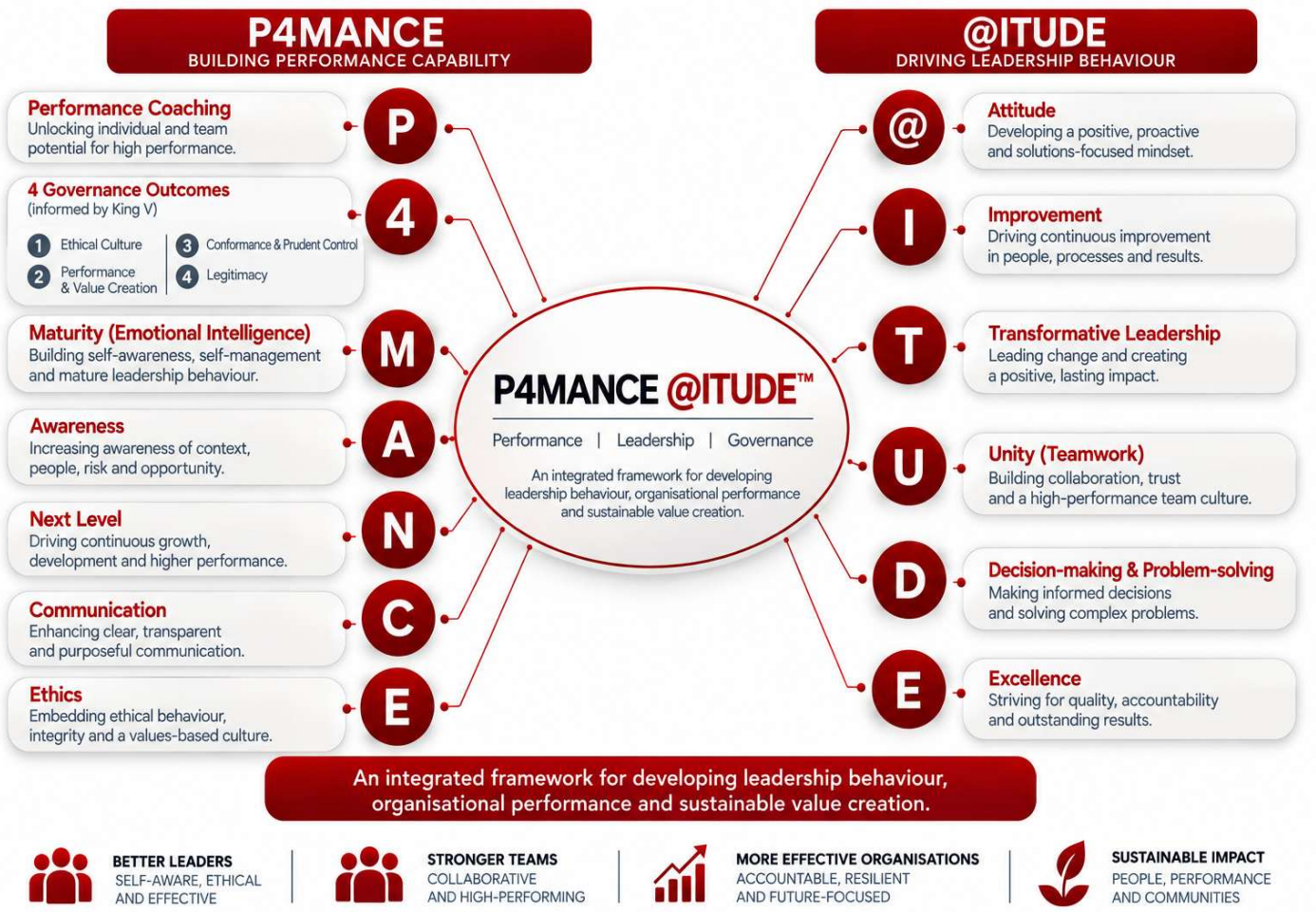
Leadership Development & Coaching | From insight to impact.

- Executive, senior management and operational leadership coaching.
- Leadership development programmes that combine assessment, workplace observation, facilitated learning and coaching.
- Individual and group coaching using structured goal setting and development conversations.
- Career-transition, entrepreneurial and professional development coaching where aligned to client needs.
- Communication, self-awareness, emotional intelligence, resilience and leadership behaviour development.
- Coaching approaches that build capability, clarity, confidence, accountability and sustainable performance.

P4mance @itude™ | Mindset. Behaviour. Systems. Performance.

- P4mance @itude™ is StratShift Consulting's trademarked leadership and performance methodology. It focuses on the relationship between mindset, leadership behaviour, organisational systems and measurable performance.
- The methodology is customised to the operating environment and can be applied through leadership programmes, coaching, team interventions, performance improvement initiatives and workplace-based development.
- Rather than treating learning as a once-off event, P4mance @itude™ links reflection and coaching to practical application, observable behaviour, accountability and sustained improvement.

The diagram below provides an overview of the focus areas and topics that are part of the P4mance @itude™ programme.



Additional Consulting & Development Services

Targeted expertise. Practical solutions.

- High-impact workshops and masterclasses.
- Executive and leadership retreats.
- Governance and performance-related training.
- Facilitation of organisational alignment and stakeholder engagements.
- Programme and project management support.
- Customised capacity-building interventions aligned to organisational priorities.

4. Experience & Impact

Our track record speaks for itself as illustrated in the diagram below.



StratShift's corporate track record spans national departments, regulatory and public entities, development finance institutions, municipalities, municipal entities and private-sector organisations. The portfolio demonstrates particular depth in strategic planning, organisational performance, governance, leadership development and implementation alignment.

Sector Reach

- National government departments and public entities
- Regulatory authorities
- Development finance institutions
- Provincial and municipal entities
- District and local government
- Private-sector and operational environments
- Leadership and executive development contexts

Selected Corporate Track Record

The following examples are drawn from the company's client reference record. A detailed reference schedule is included in **Appendix A**.

Department of Correctional Services: Executive strategic alignment; Strategic and Annual Performance Planning; alignment of performance measures with organisational and HR performance.

Social Housing Regulatory Authority: Board strategic planning; review and development of Strategic Plans; development of Annual Performance Plans across successive planning cycles.

National Regulator for Compulsory Specifications: Strategic planning facilitation; Strategic Plan and APP inputs; review and refinement of Key Performance Indicators.

Industrial Development Company of Eswatini: Strategic plan review and development; Board and management facilitation; Balanced Scorecard, organisational design, HR planning and monitoring alignment.

Development Bank of Southern Africa: MANCO strategic planning facilitation and strategy reporting aligned to mandate and developmental outcomes.

Municipal clients: Executive, Council and stakeholder strategic planning; IDP/SDBIP review; Balanced Scorecards and organisational performance alignment.

FarmTrace: Executive coaching and leadership development.

Professional Experience Brought into StratShift

In addition to the corporate track record, StratShift's leadership brings extensive professional experience gained through prior employment, consulting assignments, facilitation and advisory roles. Where such experience is referenced, it is distinguished from contracts directly held by StratShift to ensure an accurate representation of organisational and individual experience.

StratShift also draws on an established network of experienced professionals and subject-matter specialists who can be incorporated into project teams where assignments require additional specialised expertise, technical knowledge or sector-specific experience.

5. Leadership & Professional Capability

Hector Makhubele | Executive Partner

Hector Makhubele is StratShift Consulting's key individual member and Executive Partner. He brings strategic management and organisational performance expertise across public- and private-sector environments, with a strong focus on performance systems, process improvement, organisational alignment and transformation.

- Balanced Scorecard Practitioner with practical experience in strategy execution and performance tracking systems.
- Certified Six Sigma Master Black Belt, applying structured improvement methodologies to efficiency, quality and organisational performance.
- Experience in employee performance management systems, organisational change and transformation interventions.
- Extensive facilitation and consulting experience across management levels, including strategic planning and organisational performance assignments.
- Focus on sustainable organisational impact, governance, transformation and measurable results.

Morné Jacobs | Chief Operations Officer

Morné Jacobs is Chief Operations Officer of StratShift Consulting and leads the operational coordination and professional delivery of consulting assignments. He brings more than two decades of experience in strategy, organisational performance, monitoring and evaluation, facilitation, leadership development and executive coaching across government, public entities, mining, education, health and private-sector environments.

- MBA and extensive experience in strategic planning, organisational performance and implementation support.
- Certified Government Performance Manager with deep experience in public-sector strategic and annual performance planning frameworks.
- Credentialed coaching experience through COMENSA and leadership-development experience linked to the John Maxwell Team.
- Experience in Theory of Change, results-based planning, Balanced Scorecard, monitoring and evaluation, governance and performance improvement.
- Facilitation and coaching experience with Boards, Executives, senior managers, operational leaders and multidisciplinary teams.

Together, Hector and Morné provide complementary strategic, technical and leadership capability: combining organisational systems and performance disciplines with facilitation, coaching and implementation support.

6. Value Proposition & Promise

StratShift partners with organisations to embed sound governance, elevate excellence and drive transformation by turning strategy into performance.

- Integrated consulting: connecting strategy, governance, people, systems and performance rather than treating them as separate interventions.
- Implementation focus: translating strategic intent into practical plans, responsibilities, measures and management routines.
- Evidence-led performance: using measurable indicators, feedback and evaluation to strengthen accountability and improvement.
- Leadership capability: combining technical consulting with coaching and development so that change is owned and sustained internally.
- Context-responsive delivery: adapting methodologies to the organisation's mandate, sector, maturity and operating environment.
- Transformation with legacy: building internal capability and practical tools that remain after the consulting engagement ends.

"We do not simply deliver consulting outputs — we strengthen the capability, leadership and performance systems required to sustain results."

7. Corporate Information

Registered Name	StratShift Consulting
CIPC Registration Number	2007 / 193975 / 23
CSD Supplier Number	MAAA0378120
Ownership	55% Seatla se se Thusang Educational Trust 45% Hector Makhubele
B-BBEE Ownership – Level 1	100% Black-owned; 55% Black-women ownership 55% Youth ownership 55% People living with disabilities ownership 55% ownership attributable to beneficiaries who are unemployed and reside in rural areas
Trademark	P4mance @itude™ CIPC Registered Trademark No. 2024/00436
Website	www.stratshift.co.za
Email	info@stratshift.co.za
Contact numbers	Hector – +27 79 486 8400 Mornè – +27 82 775 6258
Address	413 Oshoek Street, Faerie Glen, Pretoria, 0043

Appendix A

#	Client Name	Nature of Services provided (detailed)
	National Departments	
1	Department of Correctional Services	• Facilitated executive workshops to align strategic objectives with HR capacity. • Developed Strategic and Annual Performance Plans, embedding Balanced Scorecard KPIs into HR performance frameworks to strengthen accountability and workforce alignment.
	Regulatory Entities	
2	National Regulator for Compulsory Specifications	• Facilitated Strategic Planning session • Provided inputs into the review of the NRCS Strategic Plan and APP development • Reviewed and refined the organisation's Key Performance Indicators (KPIs)
3	Social Housing Regulatory Authority	• Facilitated Board Strategic Planning session. • Reviewed 2020-2025 Strategic Plan. • Facilitated the development of 2025 – 2030 Strategic Plan. • Developed Annual Performance Plan 2024/25; 2025/26 and 2026/2027.
4	South African Diamond and Precious Metals Regulator	• Facilitated Board Strategic Planning session. • Reviewed and aligned Strategic Plan. • Developed the 2024/2025 Annual Performance Plan.
5	Private Security Industry Regulatory Authority	• Facilitate Financial Department Strategic Planning session
	Development Finance Institutions	
6	Industrial Development Company of Eswatini	• Reviewed and developed Strategic Plans. • Facilitated Board and Management sessions to integrate Balanced Scorecard objectives with HR organogram redesign, HR planning, and monitoring tools.
7	Development Bank of Southern Africa	• Facilitated MANCO Strategic Planning session. • Compiled MANCO Strategy session report, which outlined organisational strategic outcomes and initiatives aimed at contributing to the achievement of the DBSA's mandate and developmental agenda.
	National Departmental Entities	
8	Construction Industry Development Board	• Reviewed Performance Information Policy.

#	Client Name	Nature of Services provided (detailed)
9	Downtown Music Hub	• Conducted governance training and facilitated strategic sessions. • Developed Strategic and Annual Performance Plans with Balanced Scorecard KPIs integrated into HR frameworks, ensuring talent development aligned with organisational growth.
10	CRL Rights Commission	• Facilitated Board Strategic Planning and reviewed Strategic Plans. • Integrated Balanced Scorecard KPIs into HR strategy, ensuring workforce accountability and succession planning supported long-term outcomes.
	Provincial Entities	
11	Polokwane Housing Association	• Facilitated Board and Management sessions. • Developed Corporate Strategy and Balanced Scorecard integrated with HR operational plans to align staff performance with organisational objectives.
	District Municipalities	
12	Capricorn District Municipality	• Facilitated Executive and Senior Management Strategic Planning Workshop. • Compiled Workshop report. • Facilitated district-wide Strategic Planning workshops. • Compiled Council resolutions and workshop report. • Reviewed high-level Scorecard and Measurement alignment.
	Local Municipalities	
13	Mogalakwena Local Municipality	• Conducted stakeholder engagement and facilitated Council workshops. • Reviewed IDP and consolidated SDBIP, integrating Balanced Scorecard KPIs into HR strategy to align capital projects with workforce performance.
14	Lephalale Local Municipality	• Facilitated a Strategic Planning Workshop to identify key organisational bottlenecks, service delivery challenges and priority interventions. • Developed an SDBIP-aligned Action Plan identifying critical projects and priority actions to be addressed during the remainder of Council's term ahead of the 2026 Local Government Elections
	Municipal Entities	
15	Greater Tzaneen Development Agency	• Facilitated strategic sessions and developed Balanced Scorecards. • Designed HR-linked performance plans and assessment tools, embedding individual accountability into organisational scorecards.
	Private Sector	
16	FarmTrace	• Executive Coaching and Leadership Development