



Xesibe Holdings

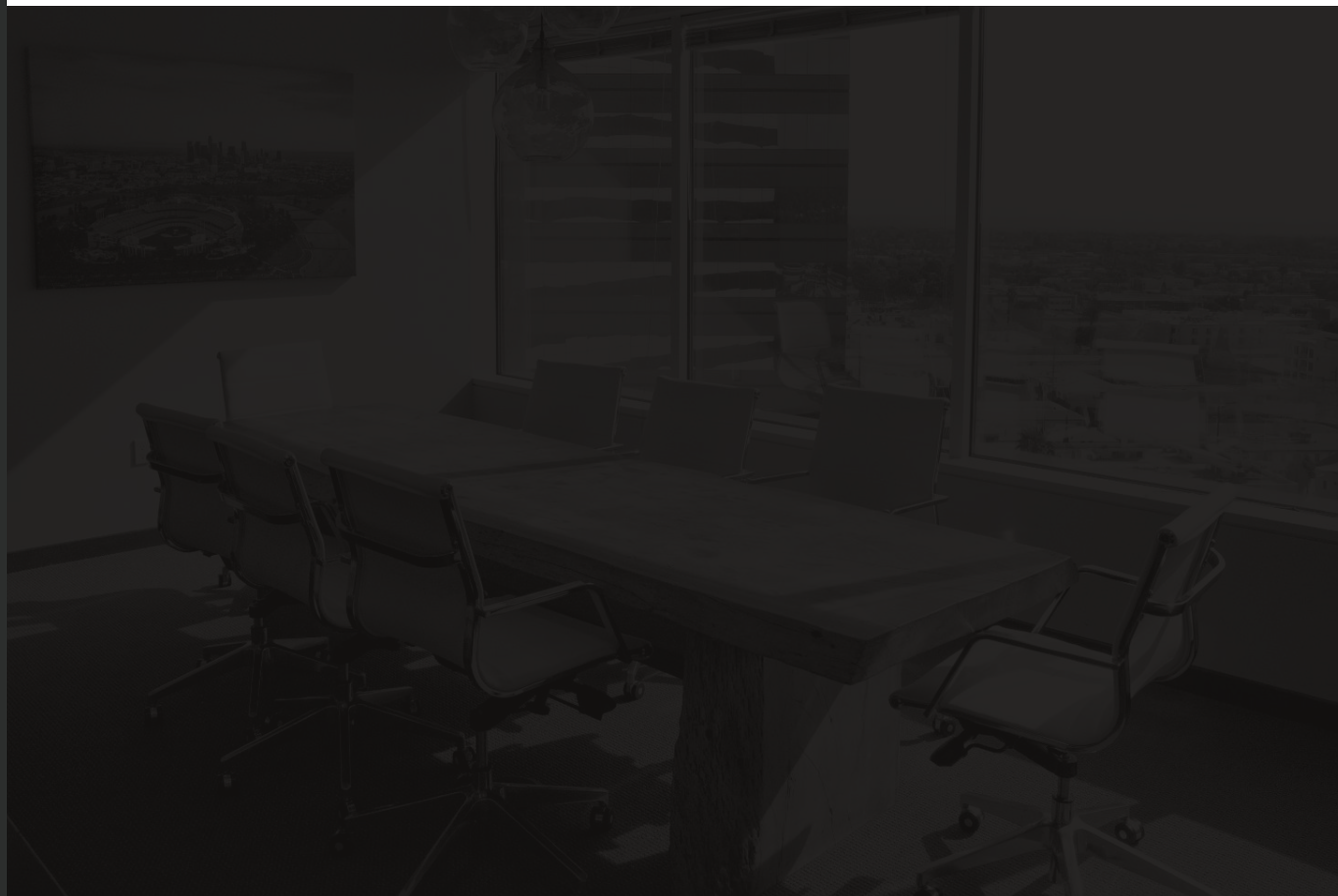
Pty(Ltd)

A connector of people, ideas and action.

xesibeholdings.co.za

Who We Are

Xesibe Holdings (Pty) Ltd is a socially-grounded advisory, content development and facilitation firm founded by development economist, columnist, speaker, radio personality and policy analyst Ayabonga Cawe in 2016.



The name 'Xesibe', is derived from the 'amaXesibe' people, a grouping among the amaXhosa people of South Africa, to which the founder belongs. Inspired by the rich heritage of this clan, and the African people generally, Xesibe Holdings provides professional services, curates vibrant content and facilitates dialogue among different stakeholders in a refreshing and solutions-based manner.

What We Do

Our service offering consists of research and advisory work, and facilitation services. At the helm of our company, are several professionals with a wealth of experience which forms the foundation of our company's invaluable contribution to our clients. Below we list what these services involve;

Research and Advisory

Increasingly, corporations, civil society organizations and government seek out specialized advice to arrive at informed, evidence-based and impact-driven decision-making in areas of economic and organizational development. Xesibe Holdings' provides economic and policy advice with a specific focus on social, labour, industrial and economic policy. In these areas we provide research, consulting and impact advisory services to corporates, the public sector and civil society organizations. Some of the challenges that we have assisted our clients to confront and respond to, can be captured in the questions below (drawn from case studies of past work):

- How does a rural municipality, with a base of rate payers who are unemployed or reliant on social grants, maximize the revenue it collects to ensure consistent and sustainable service delivery?
- How can the employee benefits landscape contribute to the wellness of individuals and their collective spheres of obligation (children, family, community etc.)
- How and where can savings be effectively mobilized and deployed to achieve the greatest multiplier impacts on employment and output (GDP growth)?
- How do local organizations hold district and local municipal authorities on local budgeting and what approaches can make for participatory budgeting at a local level?
- How can the regulation of executive pay, lead to equitable labour market outcomes, and what impact can this have on employment and inequality?

Our expertise also involves engagement in macro-level policy issues, which recently have included involvement in the VAT zero rating review panel (appointed by the Minister of Finance in 2018) and the National Minimum Wage Advisory Panel in 2016. These questions, alongside others, present challenges not only to our clients but to the macroeconomic and governance environment in South Africa and the world. Alongside and in conjunction with our clients, we confront these challenges and embolden our clients to make better informed decisions in response.



Facilitation

Xesibe Holdings provides speaking, facilitation, training and workshop services in the areas of economic policy, empowerment, innovation and enterprise development. Xesibe Holdings aims to provide well-researched, considered and solutions-driven facilitation services that give effect to the age-old African tradition of 'action' informed by thorough-going and inclusive dialogue. Our past facilitation engagements have involved the following;

Facilitating the launch of a 5G network by a South Africa-based multinational telecoms provider

Facilitating dialogue between a corporate-foundation linked to a multinational financial institution and public sector stakeholders in the area of higher education and training

Facilitating youth and young entrepreneurs in corporate dialogue platforms focused towards inclusive growth, shared value and economic development

Xesibe Holdings' provides experienced and informed facilitators for all engagements, and aims to frame its inputs and service offering in a manner that brings multiple stakeholders towards collaborative and inclusive solutions.

Our Mission

Our mission is to offer impactful, professional and efficient services that are geared to delivering value and building trust between us and our clients. Our work is to not only embolden our clients to make better decisions but also to communicate their work and those decisions to multiple audiences.

Our Vision

Our vision is to a globally recognized, creative, innovative and solutions-driven advisory and content platform delivering value and impact to our clients.

Our Values

Excellence - we are committed to creating value and delivering tangible and positive change.

Integrity - we represent our capabilities honestly and execute our work in honesty, we observe appropriate confidentiality of client information.

Partnership and Collaboration - we strive to build bonds founded on respect, honesty, mutual support and investments, we work with all levels of management to drive lasting change.

Why Xesibe

Expertise and experience

Our coordinated, credentialed team of experts and highly personalized service provides advanced insights into leading best practice in the areas of advisory and research. Our consultants and associates have qualifications from leading institutions in Africa and globally, and exhibit a wide array of experience from public sector, international organizations, consulting firms and multiple industries and sectors

See your impact

It is no longer enough to provide clients with dense reports and presentation decks. Our investments and expertise in visual storytelling allow us to undertake a visual journey with our clients in our advisory and research work. This distinguishes us from the rest.

On your side

At the heart of everything we do, we are driven by collaborative partnerships built on trust that lead to enduring value.

Transformation

We are a 100% black owned firm, with a firm commitment towards the empowerment and we are a Level 1 BBBEE Contributor.

Our People

Our team is characterised by depth of experience, entrepreneurial spirit and a penchant for excellence. Our managers and associates have a wealth of project experience in research, consulting, policy development, business development and training. They bring a wealth of post-graduate experience to client engagements.



Our Fees

Fees in respect of our research and advisory service offerings, are based on time spent at competitive hourly rates which vary depending on the nature and complexity of the services required. Facilitation services are charged at fixed hourly rates (Rate card available on request).

The following factors are taken into account when determining the final hourly rate:

- The complexity of the work to be undertaken
- Specialized knowledge, research and responsibility involved

After hours work at the request the client, or which is necessary because of the nature of the work involved, will be charged at a different rate. The service and fee provided will be agreed with the client before any work is commenced.

Our Clients

We have developed synergistic, goal-oriented and long-term relationships across sectors and regions in the public sector, private sector and local and national governments. Some of our clients, past and present, include:



Alexander Forbes



MTN

Ogilvy Public Relations

Ogilvy Public Relations



Tiso BlackStar



Sekelela Xabiso



GAUTENG
LEGISLATURE
Your View — Our Vision

Gauteng and KZN
Provincial Legislatures



national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

National Treasury



NELSON MANDELA
FOUNDATION

Living the Legacy



Oxfam South Africa



German Development
Cooperation (GIZ)



National Economic
Development and Labour
Council





NATIONAL LOTTERIES COMMISSION
a member of the dti group


National Lotteries
Commission




GrowGreat

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 Xesibe Holdings

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 1st Floor, 115 West Street, Sandton, 2196

 xesibeholdings.co.za

For queries, information and bookings – email
info@xesibeholdings.co.za