



UMONGO

TALENT CONSULTING

Unearthing & Nurturing Talent
to Greater Heights



COMPANY PROFILE

Introduction

UMongo Talent Consulting (UTC), founded in 2012 by the visionary Nompumelelo Shezi, stands as a trailblazing management consulting firm dedicated to delivering holistic talent management solutions and cutting-edge psycho-legal services. Operating as a distinguished 100% black female-owned and managed entity, UTC has consistently brought forth exceptional value to an expansive clientele ranging from private enterprises and public sector organizations to government parastatals and NGOs.

Rooted in Excellence

The very essence of UTC is intertwined with the maize milling process. Nompumelelo's formative years within a sustenance farming milieu bestowed upon her a profound connection to organic sustenance and its meticulous processing. The vivid image of pyramid-shaped maize meal, where the pinnacle held the utmost quality, left an indelible mark. This premium quality meal, designated for infants and shared with neighbours, embodied a commitment to excellence — a philosophy that UMongo continues to uphold.

Derived from the Kamba language, "u-Mongo" combines "umo" (quality) and "onga" (to be much), representing the heart or essence of something. At UMongo Talent Management, we embody this essence by striving for excellence, delivering superior value through our services, and helping individuals reach their fullest potential. We firmly believe that empowering an individual not only enhances organizational effectiveness but also contributes significantly to the betterment of the world as a whole.

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Leadership with Expertise

Guided by Nompumelelo's seasoned leadership, bolstered by over 20 years of expertise spanning Human Resources generalist roles and management positions, UTC has consistently enabled organizations to navigate and mitigate people-related risks. This journey is further enriched by strategic alliances with a coterie of accomplished organisational/industrial psychologists and psychometrists across the nation. Collectively, this coalition wields a profound understanding of corporate dynamics to optimize organizational performance, with a specialized focus on leadership development and alignment spanning diverse industries.

Nompumelelo Shezi



Crafting Bespoke Solutions

Our hallmark lies in providing tailor-made solutions that align with the unique needs of each client. We invest time to intimately understand our clients, their challenges, and aspirations, ensuring that our solutions are finely tuned to their distinct requirements. This commitment to bespoke solutions enables us to forge enduring partnerships and deliver outcomes that resonate at the heart of every organization we serve.





Psychometric Assessments

Employing a wide spectrum of psychometric assessments, from ability/aptitude to emotional intelligence, we provide insights that underpin talent selection, personal growth, and team enhancement. Renowned assessment batteries which tap into ability/cognitive functioning, personality/behavioural construct, integrity as well as emotional intelligence guide informed decision-making.



Organizational Development:

UMongo Talent Consulting excels in crafting and executing comprehensive change management strategies tailored to organizations' unique needs. UTC conducts thorough change impact assessments, manages stakeholders effectively, and develops detailed plans for seamless implementation. UTC's expertise in communication and training ensures that stakeholders are well-informed and equipped to adapt to new processes and technologies. UTC excels in risk management, measurement, and continuous improvement, fostering a culture of collaboration and teamwork across departments. With a strong focus on change leadership, UTC inspires teams to embrace change positively, driving successful organizational transformation and growth.



Talent Management Solutions

UTC specialises in innovative talent management solutions tailored to optimize workforce potential. Through a deep understanding of human behavior and organizational dynamics, we offer a range of services designed to identify, develop, and retain top talent. Our approach integrates cutting-edge assessments, personalised coaching, and strategic talent planning to ensure alignment between individual strengths and organisational goals. By fostering a culture of continuous learning and growth, we empower companies to build resilient and high-performing teams that drive sustainable success in today's dynamic business landscape.



Psycho-Legal Assessments

UTC's psycho-legal reports, founded on comprehensive claimant biographical interviews and exhaustive employment analyses, provide invaluable insights into loss of earnings due to accidents, benefiting both plaintiff and defense claims.



Skills Development:

Our services encompass skills audits, learning facilitation, and transformational coaching services spanning life, executive, business, and career coaching.

Pathways to Success

Engaging UTC's services unveils a myriad of benefits. Our psychological assessments foster informed selection decisions, refine talent pipelines, bolster organizational effectiveness and productivity, ensure person/job and culture fit, and serve as a linchpin for coaching, performance management, and succession planning.

The outcomes translate to enhanced talent acquisition and management, improved retention rates, elevated staff morale, optimized organizational design, talent pipeline development through succession planning, and heightened individual and team performance.



Guiding Principles and Vision

At UTC, our guiding principles encompass a profound commitment to understanding our clients' unique needs, crafting bespoke solutions, and delivering results that resonate at the heart of each organization. Our mission is to provide exceptional, tailored solutions that unlock individual potential within organisations, worldwide. With an unwavering vision to become the preferred partner for holistic talent management solutions, UTC is poised to shape the global business landscape.



UMongo Talent Consulting (UTC) stands at the forefront of holistic talent management and psycho-legal services, led by Nompumelelo's vision and expertise. Committed to crafting bespoke solutions that align with each client's distinct journey, UTC forges a path to organizational excellence. Through a tapestry of services, an alliance of skilled experts, and an unrelenting commitment to understanding client's unique needs, UTC continues to pave the way as pioneers in talent management and psycho-legal consulting.

Career Highlights

Master of
Administration
(Industrial/
Organisational
Psychology)
University of
KwaZulu-Natal (UKZN)

Registered Industrial/
Organisational
Psychologist with Health
Professional Council of
South Africa (HPCSA)

Full member of
Society of Industrial/
Organisational
Psychologist of South
Africa (SIOPSA)

Other Accreditations:

- Registered Skills Development Facilitator
- Registered Facilitator
- Registered Assessor
- Art of Facilitation Certified
- Life Coach & Neuro-Linguistic Programming Practitioner
- Executive & Business Coach
- Business & Organisational Coaching Certificate with Engeza (ACSTH/ICF APPROVED COACH SPECIFIC TRAINING HOURS) towards ICF credentialing
- Accredited in various psychometric assessments including: Cognitive Profile Process (CPP), Occupational Personality Questionnaire (OPQ 32), SHL Ability/Aptitude Tests, Psytech Ability Tests, Psytech Personality Assessments (15fQ+ and Occupational Personality Profile), Saville Wave, Personal Profile Analysis (PPA) by Thomas International, Giotto Integrity Assessment, Emotional Quotient (EQi) by JVR, Myers-Briggs Type Indicator (MBTI), and EVALEX



Nompumelelo Shezi

Organisational Psychologist
Founder and Managing Director
of Umongo Talent Consulting

Projects worked on:

Executive and Senior Management Leadership Development Programme for Industrial Development Corporate (IDC) in collaboration with Phelekeza Human Resources Consulting Firm
- 2017

Graduates Coaching Programme for Oracle & Allan Gray Orbis Foundation in collaboration with Umbo Human Potential
- 2017 and 2018

Team Effectiveness Intervention Programme for North-West University – Potchefstroom campus in collaboration with Spearhead Consulting
- 2017

Team Effectiveness Intervention Programme for Gauteng Partnership Fund [GPF] in collaboration with Sekgwari Management Consulting
– 2018

Change Management Project for eThekweni Municipality, in collaboration with Thriving People Consulting
- 2020 to 2021

Executive Coaching & Leadership Enhancement Programme for the Eastern Cape Provincial Treasury (ECPT) Executive Team; in collaboration with The Talent Hub International (TTHI)
- May 2021 to May 2022

Executive Coaching & Leadership Enhancement Programme for the Eastern Cape Provincial Treasury (ECPT) Directorship level; in collaboration with The Talent Hub International (TTHI)
- November 2022 to November 2023

Have previously supervised and signed off IOP interns

All projects were done using psychometrics assessments as a basis, except for Change Management

Current Ongoing Project

- HolistTalent Management Solutions (provision of psychometric assessments for recruitment & selection, individual development, succession planning, benchmarking and talent development) for Rand Mutual Assurance – 2017 to date
- Psycho-Legal Assessments (loss of earnings/employability) – 2015 to date
- Transformational Coaching to various corporate (in partnership with other consulting firms) and individual clients – ongoing
- Talent Management Solutions to various clients on ad hoc basis



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C: 083 649 0999

E: n.shezi@umongoconsulting.co.za

W: www.umongoconsulting.co.za

Offices in Durban (Westville)
and Johannesburg (Randburg)