



OREAHILE
CONSULTING SERVICES

OREAHILE Consulting Services

TRAINING SERVICES

2025

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Expert Training and Development for Sustainable Growth

Oreahile Consulting Services (OCS) is a proudly South African, accredited provider of world-class training, consultancy, and human capital development services. With official recognition from the Educational Training and Development Practitioners (ETDP) and the Transport Education and Training Authority (TETA), OCS offers a broad spectrum of customised solutions designed to meet the unique needs of organisations across various sectors. We focus on delivering impactful interventions that help businesses achieve excellence and exceed expectations, always with the goal of ensuring client satisfaction and success.

Our extensive range of services includes specialised consultancy, in-house training programmes, public programmes, facilitation, assessments, and motivational seminars. We pride ourselves on providing practical, results-driven solutions to organisational challenges, including strategy development, policy optimisation, and compliance with labour legislation. By partnering with leading service providers, OCS guarantees access to expertise in all areas of business leadership and human capital development, enabling clients to maximise their operational efficiency and workforce potential.

OCS is black-owned, black-led, and managed by female executives who are committed to promoting diversity, inclusion, and talent development. We believe in the power of human diversity to drive organisational success and strive to support previously disadvantaged groups through our training and development initiatives. Our mission is to be the preferred partner for private and public sector organisations, helping them build motivated, productive teams that contribute to long-term success.





Lesego Malete

Executive Director

B.SOC. SC. E, RHODES UNIVERSITY
DIPLOMA IN LABOUR RELATIONS, GLOBAL BUSINESS SOLUTIONS

Lesego Malete is an Accredited Personnel Service Consultant (IPSC) and she has completed the Corporate Governance for Directors program at IODSA.

With expertise in enterprise development through AURIK, she is also an Accredited Skills Development Facilitator, Assessor, and Moderator with ETDP SETA. A member of both IODSA and SAIOSH, Malete's credentials reflect her commitment to excellence in HR and organisational leadership.

Lesego Malete is a thought leader in the recruitment and HR industry, with over 20 years of experience in both the public and private sectors. As the founder of Oreahile Consulting Services, she has been instrumental in developing innovative HR strategies that address key organisational challenges, from recruitment to performance management and employee wellness.

Her expertise spans organisational development, labor relations, and skills development, with a focus on creating inclusive, high-performance work environments. Lesego has played a pivotal role in the transformation of the Gauteng economy, empowering women, youth, and people with disabilities, while advocating for economic inclusion.

Malete has also served in leadership roles within community organisations, driving impactful interventions and identifying developmental needs in vulnerable communities. An accredited targeted selection recruiter and trainer, her work ensures organisations foster diversity, inclusion, and compliance while driving long-term success.



Mary Maletle

Executive Director

FEDUSA | SACOTU | CCMA | LAMOSA

Mary Maletle is an accomplished nurse, senior matron, and prominent leader in South Africa's labor movement, with extensive experience in healthcare management and trade union leadership.

Mary Maletle is best known for her role as the president of the Federation of Unions of South Africa (FEDUSA) and as the first president of the South African Confederation of Trade Unions (SACOTU). She has also served on various influential boards, including the Commission for Conciliation, Mediation and Arbitration (CCMA), the Land Access Movement of South Africa (LAMOSA), and the Job Creation Trust. Maletle's career is marked by significant contributions to both the healthcare and labor sectors in South Africa.

Born and raised in Lady Selbourne, Pretoria West, Mary Maletle was inspired by her parents' dedication to their communities. Her father, Jerry Molokwane, was a herdsman and a descendant of the Modjadji royal family, while her mother, Johanna Shabangu, worked as a garment worker and union member.

Encouraged by a family member, Maletle pursued nursing, training at Glen Cowie Mission Hospital and Pretoria General Hospital. She furthered her qualifications with a BCur Degree from the University of South Africa. Maletle worked her way up from senior sister to senior matron at Hillbrow Hospital, eventually serving as the nursing service manager.

Her career in trade unions began when she joined the Health and Other Services Personnel Trade Union of South Africa (HOSPERSA), where she rose to prominence, eventually becoming the president of the Black HOSPERSA Congress. Mary's leadership extended to the Catholic Nurses Guild and the Catholic Healthcare Association, making her a central figure in the country's labor movement.



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Innovative solutions for growth, success, and sustainability.

Our Vision

OreAhile Consulting Services aims to be a global leader in human capital development, providing innovative training, consulting, and strategic solutions. We empower organizations and individuals to achieve sustainable growth, excellence, and positive impact through world-class interventions and strong partnerships.

Our Mission

Our mission is to deliver client-focused, impactful human capital development solutions. By leveraging expertise and strategic partnerships, we create transformative interventions that drive organizational success, talent retention, and long-term growth, all while maintaining professionalism, integrity, and ethical standards in every aspect of our service delivery.



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Long-term sustainability with cutting-edge solutions.

Goals & Objectives

At OreAhile Consulting Services (OCS), we are dedicated to harnessing our extensive knowledge, expertise, and experience to drive meaningful change in human capital development. Our aim is to provide organisations with forward-thinking consultancy services that promote sustainable growth, development, and innovation. Through our tailored solutions, we empower businesses to thrive in an ever-changing environment while enhancing their human capital for future success.

We are committed to building strong, strategic partnerships with key stakeholders, allowing us to address the unique needs of individuals within organisations and communities. By focusing on leadership development and effective skills transfer, we ensure long-term growth, capacity-building, and a lasting positive impact on both individuals and organisations. As thought leaders in HR and training, OCS is at the forefront of guiding businesses toward more effective, sustainable, and innovative organisational development practices.



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Employment Equity

“ Diversity fuels innovation, creating sustainable growth and success for all.



**Diversity
Empowerment**

At OCS, we recognise the tremendous power in human diversity. By embracing diverse talent, we foster a culture of inclusivity that strengthens organisational performance and innovation, ensuring long-term success and sustainability.



**Talent
Development**

OCS is dedicated to developing and nurturing talent from previously disadvantaged groups. Our tailored training programmes focus on unlocking potential, equipping individuals with the skills needed to thrive in dynamic work environments.



**Inclusive
Growth**

Through focused interventions, OCS ensures equitable opportunities for all employees, empowering organisations to build diverse, high-performing teams. We help businesses create fair and sustainable pathways for growth, fostering overall organisational success.

Comprehensive training and consultancy solutions for business growth.

01

EMPOWER

Leadership Development

Comprehensive programmes to enhance leadership skills and drive business growth.

02

ADVISE

Consultation Services

Specialised consulting in strategy, audits, policies, and governance.

03

ENHANCE

In-House Training

Tailored training solutions to boost performance and retention.

04

ELEVATE

Public Programmes

Empowering public training sessions for essential business skills.

05

ENGAGE

Facilitation & Moderation

Expert facilitation for seamless training and impactful learning.

06

INSPIRE

Motivational Seminars

Inspiring seminars that drive personal and professional growth.



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Key Success Factors

OCS is proudly black-owned, black-led, and black-managed by female executives. This leadership structure brings diverse perspectives, fostering innovation, inclusivity, and a unique approach to organisational success and growth.

Empowered Leadership

Strategic Vision

OCS sees itself as a strategic intervention in the business landscape, driving impactful change and offering dynamic solutions that pave the way for new directions and opportunities in both sectors.

With a commitment to explore new business opportunities, OCS focuses on both the private and public sectors, continually evolving to meet the growing demands of diverse industries and markets.

Expanding Opportunities



Nationally accredited, industry-leading training programs.

OCS is proud to offer a range of accredited training programs, ensuring that our courses meet the highest standards of excellence and are aligned with industry requirements. Our training programs are fully recognized by the relevant SETAs and comply with SAQA standards.

→ SAQA Aligned Unit Standard

Guarantees that training programs meet the national qualifications framework standards, ensuring national recognition and credibility of qualifications

→ Unit Standard Included in the Programmes on TETA Attachment:

Details specific training programs accredited by TETA for recognition.

→ Accreditation Details

- ETDP SETA Accreditation
Number: 10703
- TETA Accreditation
Number: TETA17-927

These accreditations affirm our commitment to delivering quality training that is nationally recognized and relevant to industry needs.

Non-Accredited Training Programmes

– Labour Matters

→ Organisational Rights

Learn to effectively manage and strengthen relationships between employees, unions, and employers, ensuring smoother negotiations and collaboration.

→ CCMA Process

Master conciliation and arbitration processes to present cases effectively at the CCMA, ensuring fair and favourable outcomes.

→ POPIA Compliance

Understand and apply the Protection of Personal Information Act, ensuring your business complies with privacy laws and regulations.

→ Diversity Management

Implement diversity strategies to enhance workplace culture, improve team performance, and boost overall organisational success and profitability.

→ Business Writing

Enhance your communication with effective business and report writing skills, ensuring clarity and professionalism in all written correspondence.

→ Incapacity & Performance

Gain insights into legal requirements for dismissals due to incapacity, poor performance, and ill-health, based on the Code of Practice.

→ Disciplinary Hearings

Learn to chair hearings, investigate misconduct, and apply the Labour Relations Act fairly, avoiding CCMA pitfalls and union pressures.

→ Retrenchment Procedures

Equip yourself with the knowledge to handle retrenchments properly, avoiding legal issues and ensuring compliance with the LRA.

→ Business Ethics

Understand business ethics and governance principles, ensuring your company adheres to best practices for long-term sustainability and compliance.



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Serviced Clients

OCS is dedicated to forging strategic partnerships with both government entities and the private sector to cultivate a highly motivated, productive workforce. Our mission is to empower organisations to optimise profitability within a well-balanced framework that encompasses social, economic, legal, and operational excellence. We prioritise not only the recruitment of top-tier talent but also their long-term retention and development, ensuring sustained success and growth for all stakeholders.



TRANSNET



public enterprises

Department:
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REPUBLIC OF SOUTH AFRICA



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Thank You



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