

WORKPLAY®

Driving Strategy. Enabling Teams. Delivering Results

COMPANY PROFILE

Contents



3 About Us

5 Value Proposition

7 Our Clients

9 Approach

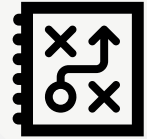
4 Mission and Vision

6 Our Team

8 Case Studies

10 Contact Information

Overview of Services



Strategy Formulation & Facilitation : developing strategic plans, scenarios, and roadmaps.



Strategy Alignment : cascading goals across functions and ensuring teams work towards shared objectives.



Execution & Transformation Support : driving change programmes, culture transformation, and organisational effectiveness.



Leadership & Capability Development : equipping leaders and teams with the skills to deliver strategy successfully.



Performance Enablement : diagnostics, team effectiveness, coaching, and execution tracking to sustain high performance.

About Us

Workplay is a trusted strategy and transformation partner for organisations in Botswana and the region. Since 2012, we have supported corporates across the full strategy value chain — from formulation to execution — ensuring that strategies translate into measurable results. Our unique strength lies in combining strategic insight with the human dynamics that drive performance, enabling leadership teams and employees to align, collaborate, and deliver on organisational priorities.

Mission

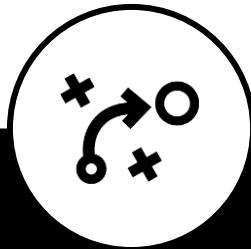
To partner with organisations in Botswana and the region to design, align, and execute strategies that deliver measurable results — by combining strategic insight with the power of high-performance teams.



Vision

To be the partner of choice for corporates across Africa in driving strategy, transformation, and performance excellence.

Our Value Proposition



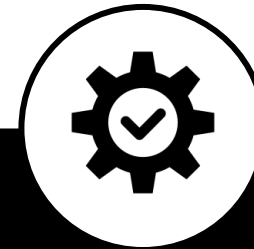
Deep Strategy Expertise:

Our associate team brings extensive experience in strategic planning, business transformation, and organisational effectiveness across multiple industries in Botswana and the region.



Alignment Specialists:

We ensure leaders, departments, and employees are moving in the same direction by fostering alignment and collaboration across all levels of the organisation.



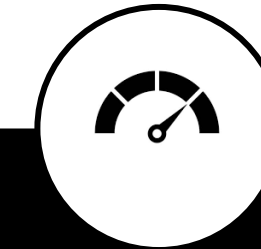
Execution Focused:

Our efforts go beyond just creating strategy documents; we collaborate closely with leadership teams to transform strategy into defined priorities, concrete actions, and quantifiable results.



People-Centred Transformation:

Our proven strengths in leadership development, team coaching, and culture change mean that strategies are not just understood but embraced and lived by your people.



Sustainable Performance:

Through diagnostics, tracking, and capability building, we help organisations sustain momentum, adapt to change, and continuously improve execution discipline.

Our Associate Team



Ahmed Bhamjee

- 20+ years' experience leading strategy, transformation, and execution across Southern Africa and the Middle East.
- Delivered 2,000+ hours of training for 3,500+ delegates in Strategic Planning, Leadership, and Team Performance.
- Specialist in aligning teams and leaders to drive measurable strategy execution.



Buca Matenge

- +25 years experience in customer service, sales growth, and SMME capacity building.
- Skilled at aligning front-line teams with strategy to improve execution and results.
- Delivers practical management and leadership development programmes.



Refiloe Nyamambi

- 19+ years in business transformation, strategy enablement, and organisational change.
- Expert in aligning leadership, culture, and people to deliver strategy.
- Skilled in leadership effectiveness, culture transformation, and sustained execution support.



Lesego Selotate

- +25 years experience with a focus in Private Equity/Venture Capital in Botswana with deep expertise in deal structuring and value creation.
- Advises boards and executives on aligning financial strategy with organisational growth.
- Strong background in portfolio management and strategic investment.

Financial Services & Investment



Resources & Energy

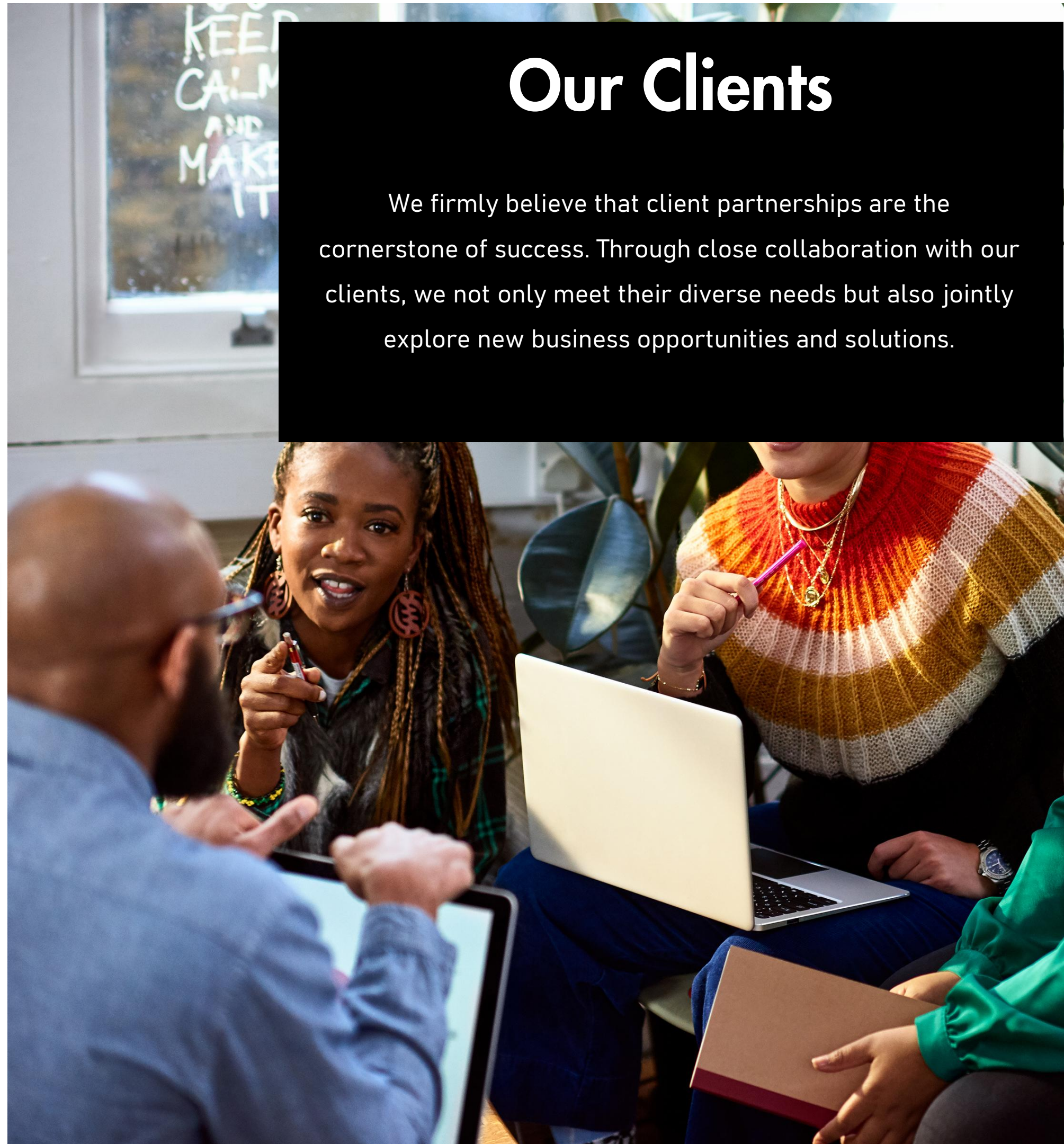


State-Owned Enterprises, Telecom & Other



Our Clients

We firmly believe that client partnerships are the cornerstone of success. Through close collaboration with our clients, we not only meet their diverse needs but also jointly explore new business opportunities and solutions.



Our Case Studies : Successfully Completed



Botswana Insurance Holdings: supported the development of the Group HR strategy and facilitated a **team coaching programme for the HR Senior Management Team**



Legal Guard Botswana: facilitated several cycles of **strategic planning** and turn around action plans for **Executive Management** team, and provided **business transformation implementation support**



Letshego : conducted **strategic and Senior Management alignment** programmes that enabled the organisation to significantly improve performance and results.



G4S Botswana: developed **corporate strategy for the Board and Executive Management** and enhanced strategic alignment across the various business units.



First National Bank Botswana: conducted multiple **soft skills development** programmes for staff including presentation skills, personal effectiveness, business writing skills and team building across the branch network



Earth Group Botswana: provided **business transformation** support for a fuel retail group that included programme management, organisational restructuring, process optimisation, change and performance management



Botswana Telecommunications Corporation: facilitated **team coaching** for technology business unit **Senior Management** and conducted several team effectiveness programmes for the entire department



Bofinet: developed **annual business plan** for Commercial Division and enhanced **strategic alignment** for Senior Management across the business unit including the formulation of key performance measures + targets.

Our Approach

Our approach to strategic initiatives goes beyond planning; we partner with organisations to co-create clear strategies, align leadership and teams around shared priorities, and provide the execution support needed to turn intentions into measurable results. By integrating strategic insight with human dynamics, we ensure strategies are not only designed but successfully delivered.



Formulate

Co-create clear strategies and roadmaps tailored to your organisation's goals.



Align

Translate strategy into priorities and ensure leaders, teams, and individuals move in the same direction.



Execute

Provide the support, coaching, and performance tracking needed to deliver measurable results.





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