

GLOBAL BUSINESS SOLUTIONS (GBS)

Future Thinking, Now!

2025



 **Website**
globalbusiness.co.za

 **Contact Number**
041 364 0472

 **Email**
info@globalbusiness.co.za



About Us

PURPOSE

At the heart of Global Business Solutions (GBS) lies the innovative convergence of workplace law, people, and digital intelligence. We are not just consultants. We are architects of a resilient and dynamic future for your business. We provide business solutions.

OUR PHILOSOPHY

Empowering organisations to navigate the complexities of the modern business landscape with a proactive and forward-thinking approach. Visualising the future early on so that we design solutions that not only facilitate a smooth transition through change but also foster a culture of growth and personal mastery. Committing to compliance to ensure that as our clients evolve, they do so with the confidence of legal and ethical integrity. and we support organisations with culture diagnostics, fair pay architecture, employee sentiment measurement, and organisation design.

OUR STORY

Global Business Solutions is a leading Labour Law, Human Resources, BBBEE, Leadership Development, and Labour Relations consultancy offering a diverse range of hybrid business solutions and services customised to meet the bespoke needs of the client. GBS is unashamedly client-centric and uses design thinking principles in crafting solutions. GBS is a business of consequence with a wealth of experience and expertise spanning more than 35 years since its establishment.



Where Rights, Bytes & Minds meet

RIGHTS

- Labour law and Employment Relations
- Transformation (Employment Equity and B-BBEE)
- Strategy Design and Development (Planning and Dispute Resolution)
- Legal opinions and Litigation
- Compliance (Audits, DG, and Legal Opinions)
- Cyber-laws and POPI
- All other workplace laws
- AI Governance and Compliance



BYTES

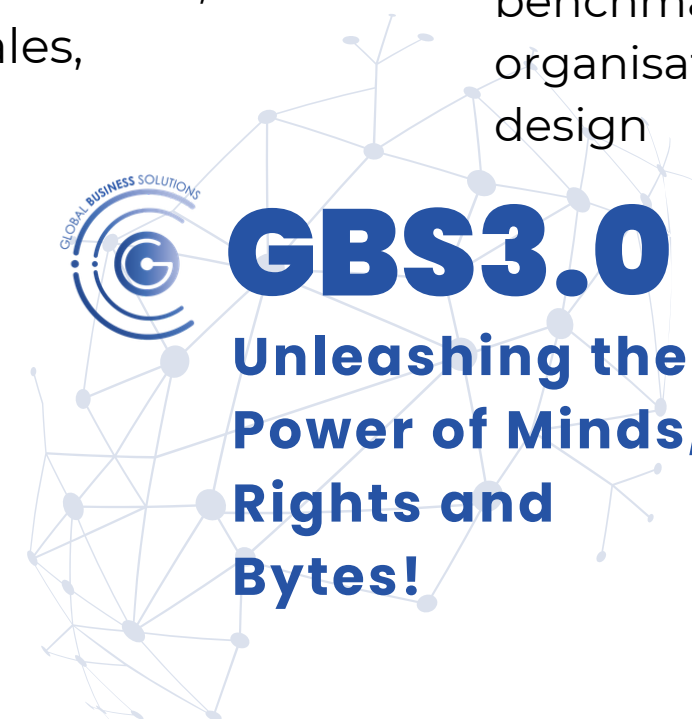
- Bot Development (Automation, Augmentation and Generic)
- Process and Systems Mapping
- Copilot for 365 (Teams, Excel, Word, Outlook, etc.)
- AI For Series (Incl. DE, EE, SD, Strategic Planning, etc.)
- End-User AI Across All Business Functions (Human Resources, Industrial Relations, Finance, Marketing, Sales, Admin, etc.)

BYTES

Aligning Technology Trends with Business Growth.

MINDS

- Shifting Organisational Culture
- Leading and Managing with EQ
- High-performance Teams
- Transitioning through Change
- Design Thinking
- Culture and employee satisfaction surveys, pay grading & salary benchmarking, and organisational development design



GLOBAL BUSINESS SOLUTIONS
FUTURE THINKING, NOW

Testimonials

“You’d think they actually work for us.”

-Xoli Sarah L., Executive Director: HR & Transformation at MAN Automotive South Africa”

“The training was helpful and equipping. I have learned a lot about myself and others as well, also how to handle conflict in a positive manner and emotional intelligent way, to create more healthy working environment in the workplace and have a healthy relationship amongst employees.”

- Sinalo M., Engie SA”

“A well very informed facilitator who came prepared. After the session I’m more knowledgeable about the employment equity and it’s purpose and impact on the company and the groups it impacts.”

- Masego M. , ABB”



**Over 1 in 3 of
South Africa's
Top Employers
partner with US.**

Why Us?

At Global Business Solutions (**GBS**), we pride ourselves on delivering **unparalleled expertise** and **client-focused solutions**. As a **Level 2 B-BBEE** contributor that is 53% Black-owned and over 51% Black women-owned, and proudly classified as a **QSE**, it's no surprise that nearly **70%** of South Africa's **leading companies** choose us as their **trusted partner**:

■ **DECADES OF EXCELLENCE**

With **35 years of experience**, we've served clients across every sector of the economy, many of whom have been with us since the beginning.

■ **PROVEN CLIENT SATISFACTION**

A **100% recommendation rating** on Facebook and a **4.9-star rating** (36 reviews) on Google My Business reflect our unwavering commitment to client success.

■ **INDUSTRY LEADERSHIP**

Our team combines **extensive and diverse expertise** in **human resources consulting, labour relations, employment law, diversity management**, and **leadership development**.

■ **HIGHLY QUALIFIED EXPERTS**

With more than 30 advanced qualifications—including MBAs, LLBs, and Postgraduate Diplomas—our team is equipped to deliver results-driven solutions.

■ **UNMATCHED REGULATORY EXPERTISE**

From **appointed Employment Equity Commissioners and National Minimum Wage Commisison Commissioners, as well as lead negotiators at NEDLAC** to **top-tier labour law attorneys**, we excel at navigating South Africa's complex legal landscape.

■ **TAILORED SOLUTIONS**

Our **client-centric approach** ensures quick response times, solutions tailored to your needs, and a dedication to going above and beyond expectations.

■ **ACCREDITED EXCELLENCE**

With accredited facilitators, assessors, and moderators, we are trusted leaders in **Employment Equity, B-BBEE, labour- and employment law, and workplace transformation**.

When you partner with GBS, you're not just choosing a service provider—you're gaining a strategic partner dedicated to your sustainable growth and compliance. Let us guide you through your business challenges with unmatched expertise and passion.

Let's build success together!



GLOBAL BUSINESS SOLUTIONS
FUTURE THINKING, NOW

Our Services

■ CLIENT-CENTRIC BUSINESS SERVICES

Business and workforce operating model re-alignment, including strategy, s197, s189 and other key services. We also offer performance management evaluations and have been providing this service for over 20 years.

■ DIGITAL APPLICATIONS

Digital solutions on B-BBEE, EE, Disciplinary Enquiries, Equal Pay, Skills Development, Job Evaluation, C19, and more.

■ HUMAN RESOURCES (AND OPTIONALLY TRANSFORMATION)

Full suite of policies, procedures, practices, contracts and metrics, across the employment lifecycle, including new era innovations. We also provide culture surveys, pay grading and salary benchmarking, employee satisfaction surveys, and organisational development design processes.

■ LABOUR RELATIONS

Integrated solutions across all labour and related statutes, codes, and regulations.

■ LEGAL SERVICES

A national team of admitted attorneys specialising in labour law offering the full range of solutions across all labour laws.

■ SKILLS DEVELOPMENT

End-to-end solutions including online, face-to-face, in-house and public skills development programmes, services along the entire WSP/ATR life-cycle.

■ TRANSFORMATION

End-to-end optimisation across BBBEE, EE, diversity & inclusion including a full outsource model.



GLOBAL BUSINESS SOLUTIONS
FUTURE THINKING, NOW

Our Leaders

Jonathan Goldberg is the **Chairman of Global Business Solutions** and a **recognised authority** in South Africa's labour **law and regulatory** landscape. With **over 30 years** of experience, Jonathan has played a pivotal role in **shaping labour relations**, leading high-stakes **negotiations** at **plant, industry, and NEDLAC** levels. He is widely regarded as a **trusted advisor and thought leader**, providing **strategic guidance** to businesses **navigating** complex **regulatory environments**. Johnny holds **multiple advanced qualifications**, including an **MBA** (Cum Laude) and an **LLB**, and is a **Chartered Director** with the Institute of Directors South Africa. He has also been appointed a Visiting Professor at the Rhodes University Business School



Jonathan Goldberg
Chairman

Thembakazi (Thembi) Chagonda is the **Joint CEO of Global Business Solutions** and a **leading HR consultant** with over **20 years** of experience in **transformation, diversity, and skills development**. She advises major organisations on **B-BBEE, Employment Equity, and HR compliance**, and serves as an **Employment Equity Commissioner**. Thembi holds a **Social Science degree**, a **Postgraduate Diploma** in Labour Law, and executive credentials from **Columbia Business School**. An **accredited facilitator and assessor**, she also sits on **key industry boards** and is widely recognised for her **strategic HR expertise** and commitment to **sustainable transformation**.



Thembi Chagonda
Joint-CEO

John Botha is the **Joint CEO of Global Business Solutions** and **CEO of Circle and Square**, bringing decades of expertise in **workforce solutions, labour law, and strategic business leadership**. With a career marked by early success, John **became the Group Executive Director** of South Africa's largest JSE-listed workforce solutions company **at just 31**. John holds a Business of Commerce **Honours Degree**, a Post-Graduate Diploma in **Labour Law**, and has further enhanced his strategic acumen with **executive training** from **Columbia Business School** in New York and a certificate in **Design Thinking** from **MIT**.



John Botha
Joint-CEO