



NONKOSI
CREATIVES

COMPANY PROFILE

**A HUMAN CAPITAL ADVISORY AGENCY
WITH A CREATIVE EDGE**



WWW.NONKOSICREATIVES.CO.ZA

Introduction

About Us



**Empowering
Talent,
Inspiring
Innovation, To
unlock
potential**



Our Mission

Our mission is to be a catalyst for human potential and workplace transformation across Africa and beyond. We are committed to empowering individuals and organizations through bold, people-centred strategies that ignite purpose, accelerate growth, and cultivate inclusive leadership.



Our Vision

- We champion an Africa where talent is valued as the engine of innovation, growth, and social impact, not merely a cost.
- We envision leadership defined by purpose, empathy, and impact, where inclusion and emotional intelligence shape how organizations grow.
- Our work supports a future where creativity and culture are central to business strategy, and leaders across sectors are empowered to lead with resilience and cultural fluency.

Nonkosi Creatives is a people-first human capital agency that fuses strategic human resources with bold creativity to empower talent, inspire innovation, and unlock human potential. We don't just consult, we co-create, working alongside our clients to reimagine what inclusive, thriving workplaces can be.

We are redefining how talent is nurtured, leadership is cultivated, and organizational culture is transformed. We bring a fresh, visionary perspective to human capital development, grounded in real-world experience and a passion for impact. Our services are designed not only to meet your people needs but to elevate them, building workplaces where individuals, teams, and organizations can become the best version of themselves.

With a track record across financial services, public sector, FMCG, ICT, and automotive industries, we bring deep cross-sectoral insight, agility, and cultural fluency into every engagement. Whether you're a corporate leader, mid-sized enterprise, or purpose-driven entrepreneur, Nonkosi Creatives is your strategic partner in growth, empowerment, and innovation.

What We Do

Main Services



Leadership, Culture & Employee Experience Journey

We believe that thriving workplaces are built on self-aware leaders, engaged teams, and a strong, values-aligned culture. Our solutions are crafted to cultivate high-performance environments that prioritize psychological safety, collaboration, and purpose.

Offerings include:

Coaching & Self-Mastery Programs: Individual and group coaching rooted in emotional intelligence, clarity of purpose, and leadership presence.

Team Dynamics & Performance Culture Workshops: Custom designed sessions to unlock team cohesion, communication, and collaboration.

Employee Engagement & Measurement: Practical strategies and tools to understand how employees feel, align their experience with company values, and drive performance.



Diversity, Equity, Inclusion & Belonging (DEIB)

With our founder's ISO-30415: Diversity & Inclusion Service Management (DISM) Certification, we support organizations in embedding equity and belonging at the heart of their culture, strategy, and daily operations.

We equip leaders and teams with the awareness, language, and tools needed to foster environments where every individual feels seen, heard, and valued.

Offerings include:

Inclusive Leadership & Unconscious Bias Training: Practical, scenario-based sessions to build inclusive leaders across all levels.

DEIB Strategy Development: Comprehensive, data-informed roadmaps for companies committed to driving real inclusion and equity.

Belonging Workshops & Inclusion Toolkits: Interactive, emotionally engaging experiences that translate insight into action.



What We Do

Main Services



Strategic Talent Solutions

From recruitment to retention, we help organizations attract, develop, and retain top talent by designing innovative, culturally relevant strategies that foster inclusive workplaces, empower leadership, and support sustainable growth.

Offerings include:

Competency-Based Recruitment Models: Tools and training to align hiring with core capabilities and company culture.

Talent Mapping & Succession Planning: Forward-looking solutions to build internal pipelines and future-proof your workforce.

Employer Branding Consultation: Positioning organizations as employers of choice through compelling narratives and employee value proposition.



Women Empowerment Programs

We are committed to advancing gender equity and leadership representation. Our women-focused programs uplift, mentor, and accelerate high-potential professionals across industries.

Offerings include:

Career Acceleration Workshops: Equipping women with tools for influence, resilience, and leadership.

Mentorship Networks & Coaching: Facilitated circles and one-on-one coaching to build confidence and career clarity.

Gender Equity Consulting: Supporting organizations in designing inclusive policies and enabling systems for advancement.



What We Do

Main Services

Speaking and Facilitation

Our founder and team of expert facilitators bring a unique blend of depth, presence, and inspiration to every engagement, whether on stage or in more intimate settings. Through thought-provoking storytelling, practical insights, and authentic connection, we transform events, meetings, and workshops into powerful moments of clarity, motivation, and lasting impact. We don't just speak, we spark dialogue, shift mindsets, and leave audiences energized and empowered to act.

Our Offerings Include:

Speaking Engagements:

Dynamic keynote presentations and fireside conversations rooted in powerful storytelling, lived experience, and deep subject-matter expertise. We engage audiences with authenticity, connect across diverse contexts, and deliver messages that resonate long after the event ends.

Leadership Summits & Strategic Roundtables:

Carefully curated sessions that balance strategic insight with human connection. We create spaces for leaders to reflect, engage in meaningful dialogue, and co-create solutions, aligning vision, values, and action across sectors and teams.

Corporate Masterclasses & Internal Conferences:

Highly interactive and results-driven learning experiences tailored to your organizational needs. We design and facilitate sessions that translate theory into practice, equipping teams with relevant tools, sparking innovation, and aligning people development with your business priorities.

Our Approach:

Understanding Your Business | Data-Driven
Optimization | Creative
Execution | Continuous
Improvement

We believe people drive organizational transformation. With authenticity, creativity, and impact, we deliver human capital solutions that create lasting value, nurture talent, and shape diverse, African-rooted organizational cultures.



What We Do

Value Add Services

Our value-add services are designed to spark meaningful dialogue, elevate human potential, and transform the way organizations and individuals connect, lead, and grow. These offerings go beyond traditional HR solutions — they are immersive, future-focused experiences that foster belonging, innovation, and strategic collaboration across industries and communities.

Human Capital Events

We specialize in crafting memorable, human capital experiences that blend intellectual depth with emotional resonance. Our events bring together diverse stakeholders from executives to entrepreneurs, creatives to change agents, to engage in courageous conversations and co-create new possibilities for Africa's future of work.

Our approach includes:

Expertly facilitated dialogues grounded in research and real-world relevance
Inclusive formats that prioritize participation, lived experience, and co-learning
Custom event design for leadership teams, sector summits, and industry showcases.

Key themes include:

- Navigating intersectionality and identity in leadership.
- Building inclusive brands and business ecosystems.
- Strategies for entrepreneurial resilience and legacy-building.

Other signature formats include:

Women's Network Experiences - from coaching circles to leadership masterclasses, these gatherings inspire community-building, sisterhood, and influence.

The Diversity Roundtable Podcast

We specialize in crafting memorable, human capital experiences that blend intellectual depth with emotional resonance. Our events bring together diverse stakeholders from executives to entrepreneurs, creatives to change agents, to engage in courageous conversations and co-create new possibilities for Africa's future of work.

The Diversity Roundtable is more than a podcast — it's a growing movement of introspection, innovation, and influence. As a powerful storytelling platform, it brings underrepresented voices to the forefront while equipping listeners with fresh perspectives on workplace culture, leadership, and systemic change.



Who We Serve

Target Market Positioning



We partner with forward-thinking professionals and organizations who are ready to challenge the status quo, invest in their people, and lead from a place of authenticity, inclusion, and innovation.

Our ideal clients are not just looking for tick-box training or off-the-shelf HR strategies – they are committed to transformative growth, culture reinvention, and inclusive leadership.



Large Corporates

With complex structures, evolving talent needs, and multi-generational workforces, we help corporates build inclusive, agile, and values-driven cultures that empower leadership at every level.



Medium Sized Companies

We provide custom HR frameworks, leadership development programs, and DEIB strategies to help them mature their people practices while sustaining their unique culture.



Public Sector Institutions

We support municipalities, state agencies, and educational bodies in designing impactful people strategies, advancing gender equity, and cultivating inclusive service cultures that reflect the communities they serve.



Startups & Entrepreneurial Ventures

We equip founders and scale-up teams with leadership coaching, talent acquisition support, and culture building tools to grow strong internal ecosystems that are both agile and people-first from the start.

Key Stakeholders We Engage With:

Middle and Senior Managers: | HR Executives & DEI Leaders | Talent Acquisition Professionals | Women in Leadership Pipelines: | Innovation, Culture & Transformation Teams | Entrepreneurs

We bring fresh insights and facilitation excellence to help internal culture teams drive alignment, storytelling, and engagement across the organization.

Professional Team

Meet the Founder

A purpose-driven human capital strategist and leadership consultant with over two decades of cross-sector experience spanning financial services, the public sector, FMCG, automotive, and ICT industries.

She is a trusted voice on issues of organizational culture, inclusive leadership, and people transformation, known for her ability to unlock human potential and facilitate change at individual, team, and institutional levels.



Nqobile Pamela Xaba

Founder of Nonkosi Creatives | Human Capital Strategist | Leadership Consultant | Certified DISM - ISO 30415 Practitioner

She is a purpose-driven human capital strategist and leadership consultant with over two decades of cross-sector experience spanning financial services, the public sector, FMCG, automotive, and ICT industries.

As the Founder of Nonkosi Creatives, Nqobile has built a dynamic, human-centred consultancy that empowers corporates, entrepreneurs, and changemakers to lead with clarity, courage, and community. Under her stewardship, Nonkosi Creatives has emerged as a strategic partner for organizations seeking bold, authentic, and future-focused HR and leadership solutions that bridge purpose with performance.

Nqobile holds a Business Administration and General Management qualification from the Gordon Institute of Business Science (GIBS), with executive awards in Strategic Marketing and Building Self-Mastery. Her academic grounding is enriched by a deep, intuitive understanding of human behaviour and systemic workplace dynamics — positioning her as both a strategist and a guide for transformative leadership.

In recognition of her commitment to inclusive excellence, Nqobile is a certified graduate of the Foundations in ISO-30415: Diversity & Inclusion Service Management (DISM) Certification Program. This international certification further strengthens her ability to support institutions in embedding diversity, equity, and inclusion into their strategy, governance, and service delivery models.

Nqobile is also the host of The Diversity Roundtable Podcast, a thought-leadership platform that convenes global voices on inclusion, innovation, and the future of work. Whether facilitating immersive leadership journeys, delivering keynotes, or designing DEIB interventions, she brings presence, empathy, and vision to every engagement.

“My mission is to elevate leadership and culture through conversations that matter, strategies that inspire, and experiences that shift mindsets. Because leadership isn’t a title — it’s a daily act of humanity.” — Nqobile Pamela Xaba

Key Areas of Expertise:

- Leadership Development & Culture Transformation
- Diversity, Equity, Inclusion & Belonging (DEIB) Strategy & Training
- Women Empowerment & Advancement Programs
- HR Strategy, Talent Acquisition & Executive Coaching
- Facilitation of Human Capital Events & Strategic Dialogues
- Keynote Speaking, Panel Moderation & Podcast Hosting

Client

Testimonials

HR Director, FMCG Company

“Nqobile brought a rare blend of empathy and expertise to our leadership program. She helped our managers become more emotionally intelligent and effective.”

Organizational Development Lead, Built Environment & Construction Sector Program

“Working with Nonkosi Creatives was a turning point in our employee experience journey. Their approach to culture building is not only practical but incredibly inspiring.”

Program Participant, Public Sector

“The women empowerment masterclass was transformative. I walked away with clarity, confidence, and a renewed commitment to my leadership journey.”

Entrepreneurship Coach & Client

“As a speaker, Nqobile commands the room with grace, truth, and intellect. She is exactly what South African business needs right now.”

Executive, Automotive Sector

“Nqobile's facilitation style is inclusive, strategic, and incredibly effective. She helped us realign our HR priorities with our broader organizational goals.”

Talent Acquisition Manager, ICT Company

“Our talent acquisition strategy shifted after partnering with Nonkosi Creatives. They understood our industry and culture, and helped us attract top-tier diverse talent.”

