



# Crazy Ant Consulting

## Business & Corporate Services

Business Consulting - Strategic - Risk - Operational - Business Development & Growth - Financial, Funding & Grants - Due Diligence - Organizational Development - Sustainable Organizational Performance - Social Responsibility - Human Resources & Industrial Relations - Training & Development - Health & Safety - Business Plans & Contracts - Proposals, Contracts & SLA's – Agreements – Legal - Outsourcing Solutions

*"Imagination is everything... It is the pre-view of life's coming attractions." ~ Albert Einstein*

*At Crazy Ant Consulting we strive for business excellence through linking our intricate network of services and expertise assisting in generating Business Growth & Development for and on behalf of our clients.*

# Crazy Ant Consulting

Business & Corporate Services

## COMPANY BACKGROUND

Co-founded in 2013 by siblings NOLENE FUHRI and TYRELL FUHRI, CRAZY ANT CONSULTING is a Division of CRAZY ANT (PTY) LTD, and offers a range of Business Consulting & Human Resource Services. Our Consulting Services are proven to increase profits and the sustainability of businesses. We have been successful in Growth and Development and notably in increasing the bottom line and extending the Geographic locations of our clients both throughout South Africa and into Africa.

### Mission:

Our mission is to Grow, Develop, Maintain and Retain the business services of our Clients and in so doing contribute to the success of the South African Business industry, this resulting in the growth of our Economy. Our goals are not only to simply solve issues, but to help companies run more efficiently, lower operating costs and become more profitable. We do this by finding the Strengths, Weaknesses and specifically the opportunities as well as the Threats that present themselves throughout our dealings with our clients.

### Vision:

“Our vision is to become a Proudly South African company, recognised throughout the major cities of our Country as well as those in other African Countries, as a Professional, Service Orientated organization that can accomplish the balance between outstanding client service, financial wellbeing, and business growth for our clients. This will be accomplished by creating a culture of pride & passion for what we do which will enable us to attract & retain the most suitable professionals who we will continuously reward, recognize and respect for their contributions to the success of our company which founded on shared core values.”

Meet the members:



Nolene Fuhri



Tyrell Fuhri

---

## CONTACT US

---

[www.crazyantconsulting.co.za](http://www.crazyantconsulting.co.za) | [www.facebook.com/crazyantza](http://www.facebook.com/crazyantza) |  
[nolene@crazyantconsulting.co.za](mailto:nolene@crazyantconsulting.co.za) | +27 74 263 7653 |  
[tyrell@crazyantconsulting.co.za](mailto:tyrell@crazyantconsulting.co.za) | +27 73 573 0713 |

# COMPANY INFORMATION

## Our Memberships Registrations & Affiliations

Institute of Directors

Association of Private Providers

BWASA

Durban Chamber of Commerce & Industry

APSO

## Our Values

Our People

Our Clients

Our Country

Our Partners

Our Promises

Our Commitments

- ✓ BBEE RATING LEVEL 4 (currently working toward a Level 3)
- ✓ Procurement : It is our policy to support BBEE organizations
- ✓ Skills Development : Through our training affiliations, our staff have continuous access to training & development.
- ✓ Social Commitment : At Crazy Ant Consulting we believe in empowering the people of this Nation. We encourage people to uplift themselves through learning and give them the skills they need to grow and thrive and in so doing, support their families forming the foundation of a successful Country with a growing economy. Crazy Ant Consulting promotes not only training & learning to our staff, but also embarks on actively pursuing and offering Learner ships & Internships to unemployed learners through our clients. We are passionate about South Africa and it's people and are currently establishing numerous Corporate Social Initiatives and Community Upliftment Projects that we will offer to our Clients & Partners alike to join in on.

## BUSINESS CONSULTING SERVICES

### Strategic Management

We provide a comprehensive range of **Strategic Planning** that begins with identifying the Vision of what you and your company would like your business to be like in the future. Through this process we discover the your role in achieving that Vision, and Action Planning to solidify the map to get there; Strategic planning is an intricate process, it is therefore vitally important for groups to periodically undertake this process, and to implement the results, to ensure effectiveness and sustainability in the long term. Strategic Planning will enable our clients to facilitate the following:

- ✓ Establish a vision for the way that the company would like to enter into its long term future (10-20yrs), which will enable partners, decision makers and employees to achieve the conclusions for sustainability & growth of the business.
- ✓ Create an understanding of the external landscape in order to make informed decisions based on the best interest of the company through reliable information and in context to market trends.
- ✓ Provides an opportunity for all stakeholders to provide feedback, this is collected and presented in an objective way, giving the company valuable insight to things such as perception, value, structure, decision making, programs, operations, etc.
- ✓ Evaluates strategic questions about the company and its intended role, and sets a foundation for the steps to address those questions
- ✓ Highlights and promotes the company's accomplishments, and identifies areas for organizational strengthening, growth, expansion, development or improvement
- ✓ Facilitates a proper plan incorporating the development of strategies together with timelines, members responsibilities, and planned outcomes so that the company maintains accountability
- ✓ Provides opportunities to useful connections, resources, new ideas as well as coaching & mentoring along the way.

This process results in a document that is the blueprint by which the leaders, employees, partners and all other stakeholders involved in the Company, use to ensure they are all on the same page about the Vision, role and principles the company holds, the strategic direction the company will move toward in future, how the company and its stakeholders will get there, and the milestones to assess.

## Strategic Consulting

Our Consulting Services will provide the following Services which incorporate the plan above:

- ✓ Facilitates the design of the process
- ✓ Facilitates the conversations to enable groups to address issues and move forward
- ✓ Ensures the accomplishment of goals,
- ✓ Does the investigating to provide objective and accurate information about the context and views of stakeholders
- ✓ Assists the group to seek solutions to structural and strategic issues, in order to ensure results.
- ✓ We follow a method works, and is flexible in the approach to each group - knowing that each group is unique and has unique needs.
- ✓ Implementation of the strategic planning as well as all idea's coming from the dialogs that are reflected in the plan will be implemented through our facilitation.

## Implementation Tools

Once the above has been concluded it is important to provide the necessary **Implementation tools** to ensure the plan is carried out successfully. Our Consulting Services will provide the following to ensure this:

- ✓ Groups devise a strategy to ensure implementation of the Strategic Plan, both programmatically and organizationally.
- ✓ We supply specific tools to help with this process
- ✓ We supply mechanisms for dialogue, feedback & reporting

## Periodic Assessments

A Periodic Assessment is vitally important to accomplish the plans & goals. We utilise these assessments to establish if the group have accomplished what was intended by the deadlines. We usually conduct these assessments quarterly in order to ascertain where we are relative to the Plan, where we are headed, and determine any deviations / adjustments of the plan and re-evaluate anything that is not working. Other features of the Assessments include:

- ✓ Assessments can be used by the group with or without the aid of a consultant.
- ✓ The entire group can do this together, or assign to a subgroup who reports back.
- ✓ Groups can use a consultant or volunteer to conduct the assessment and make recommendations.
- ✓ We can help with these assessments by facilitating the conversation with the group should the need arise.

## Additional services to help with Implementation

From time to time there may be a need for additional consulting help due to several action items which may arise. We can supply the following additional services to assist our clients:

- ✓ Our knowledge gained during the Consulting process can be used to tailor the steps according to the needs of the organization more effectively.
- ✓ We can offer Organizational development and strengthening along with a range of other consulting services to assist in the implementation of the plan.

## Access to Resource Report & Completion Memorandum

A Report of all Resources & Information will be supplied at the end of each process, whether it's a full strategic planning process, a retreat or other dialogues, organizational strengthening process, or any other service we provide. This Report contains:

- ✓ Notes from all meetings
- ✓ Findings from research conducted
- ✓ Background homework / research Crazy Ant Consulting does when starting a process
- ✓ Any other relevant items so that the group can look back on the process and understand the thinking
- ✓ In addition, a "Completion Memorandum" is supplied with the Resource Report that points out any general observations we have noted. It highlights any major issues that should be addressed in order to move forward, and offers recommendations and suggestions for issues that need specific attention.

## 8. Process Development and Execution

Crazy Ant Consulting also provides a Process development and execution function to assist in getting things done during new projects, initiatives, re-location, etc.

- ✓ A well-designed and well-facilitated process and set of discussions is entered into
- ✓ The right people are brought to the table
- ✓ Conversations build on each other
- ✓ All parties are on the same page with the same information to move forward.
- ✓ Background research is done, and barriers are broken down
- ✓ First brainstorming sessions take place with management regarding goals, needs, and players, and then designs the best process for moving forward.

## 9. Technical Innovation

Our technology consultants have a unique perspective into the ever changing needs of our clients and take time to create and convert ideas into the new products and services that are essential for growth in a highly competitive economy. Even Economic downturns, companies continued to invest significant amounts of money on developing advanced technology and the innovation required to deliver new products, processes and services to market.

## 10. Turnaround

Often Business Owners sacrifice so much for the growth and development of their company and during Economic Downturn or hardships are left rising expenses, and declining income. This is a very stressful time for any business owner and can lead to closure of the business if not handled quickly and correctly. Crazy Ant Consulting believes in an innovative, pro-active approach. We encourage our clients to never wait too long. At the slightest inclination of possible distress we have solutions that can help you:

- ✓ Company SWOT analysis (Strengths / Weaknesses / Opportunities / Threats)
- ✓ Competitive landscape
- ✓ Barriers to entry
- ✓ We can rehabilitate almost any business by controlling the cash, while you develop a turnaround plan.
- ✓ We establish a guide to accomplish the Turnaround process based on a turnaround procedure & plan.
- ✓ The *Turnaround Process* is particularly effective and will help re-establish a strong work ethic
- ✓ For business owners who recognize the value of an on-site Turnaround Specialist, we can be based at your office full or part time offering all day advice and assistance.

## Occupational Health, Safety & Environment

- ✓ **Health & Safety Plans & Procedures** - Crazy Ant Consulting will help you ensure full compliance with the Occupational Health and Safety Act 85 of 1993. We also assist our clients to achieve compliance with the new NOSA Integrated System as well as ISO 14001 and OHSAS 18001. Risk assessments can be performed on Industrial and Commercial sites to ensure all risks are covered and control measures are implemented.
- ✓ **Total Risk Management Option** – Crazy Ant Consulting can allocate a dedicated Consultant to your site who will manage and implement the SHE (Safety, Health and Environment) system as well as perform the role of Risk Manager, managing everything from security-related issues, to Health & Safety & Environmental, as well as Risk. This consultant will report to our Client as well as to Crazy Ant Consulting on a monthly basis.
- ✓ We can assist in the provision and set up Occupational Health Clinics on site. These are serviced by registered Occupational Health Nurses. We can assess all health risks on site and advice on the medical surveillance strategy needed to comply with the Occupational Health and Safety Act and COID Act.
- ✓ We will provide monthly reporting, covering among other things, health and injury statistics which will be made available to site management and audited by Crazy Ant Consulting management. Medical Surveillance will include:
  - ✓ Biological Monitoring
  - ✓ Audiometric tests
  - ✓ Lung function tests
  - ✓ Baseline Medicals Entry and Exit

## Risk Management & Health & Safety Consulting:

Crazy Ant Consulting offers the following services under this area of expertise:

### Risk Management

- ✓ We can assist to create risk strategies that align fully with your corporate vision and objectives. We work with companies to define risk policies and risk procedures, design organisation models and assess a company's current risk management standing.
- ✓ Process Integration capabilities focus on assisting companies develop a correct, consistent, formal approach to managing risks across all business areas of the company. We will analyse, understand and improve the management of risk-related issues in areas such as credit, markets, operations, supply chain management, sustainability and technology, as well as H&S, HR, and various other areas.
- ✓ Regulations – We will help our clients address industry and geographic concerns and mandates, while re-evaluating compliance management.
- ✓ Insight and Execution enables us to help firms make informed risk-based decisions by developing the skills and tools analysis; reporting, management and performance management.
- ✓ Crazy Ant Consulting provides a range of insights, capabilities, tools, resources and knowledge to deliver strategic risk management solutions drive sustainable growth.
- ✓ Crazy Ant Consulting can perform internal audits, assessments & gap assessments as required by ISO Standards and provide the necessary reports and corrective action.

## Occupational Hygiene Surveys

- ✓ A number of Hygiene Surveys can be conducted on site under the supervision of a registered Occupational Hygienist. These surveys include:

Noise \* Ventilation \* Illumination \* Dust \* Heat \* Ergonomic \* Baseline Assessments

*Baseline Assessments can be conducted to assess the compliance level of existing Safety Health and Environment System. All safety Health and Environment aspects will be assessed according to the Occupational Health and Safety Act 85 of 1993, a detailed report will be supplied to Senior Management detailing improvement and corrective recommendations.*

## Other H&S services

### Accredited SHE Training

- ✓ Crazy Ant Consulting is able to provide various training programmes on a number of Safety courses to suit your needs. We will evaluate your site risks and conduct site-specific training at your premises. Training provided: SHE Rep \* Incident Investigation \* HIRA \* General Health and Safety \* First Aid \* Basic Fire Fighting \* HAZCHEM \* Stacking and Storage \* Forklift \* Contractor Compliance \* Environmental Awareness and Pollution control \* Confined Spaces \* Boiler Operators \* Lifting Equipment \* Scaffold Erector
- Additional Training Courses can be offered on request.

## PERSONAL PROTECTIVE EQUIPMENT & SAFETY WEAR SUPPLIES

WE CAN SUPPLY ALL TYPES OF PPE & SAFETY WEAR. A SURVEY CAN BE CONDUCTED ON SITE IF REQUIRED, TO DETERMINE YOUR RISK AND THE NECESSARY PERSONAL PROTECTIVE MEASURES REQUIRED BY LAW AND NEEDED TO REDUCE OR MITIGATE THE RISK.

## Operational Management

Operations that embody innovation and operational excellence are vital to enhancing long-term profitability. By combining pioneering solutions with practical know-how, Accenture helps clients align underlying process and operating models to support business strategies, link the supply chain to the end-to-end value chain, and create flexible operations that enable rapid response to changing customer demands and market opportunities.

### **Fine-tuning the governance operations and structure**

- ✓ Sourcing, Suppliers & Procurement
- ✓ Dynamic Operations Management
- ✓ Process Management
- ✓ Planning & Fulfilment
- ✓ Operations & Process Transformation
- ✓ Service Strategy & Operations
- ✓ Analyse, plan & implement improvement in clients' value chain and support functions.
- ✓ Value chain alignment with customer value proposition in accordance with direction
- ✓ Streamlining Operations will align business processes with customer value propositions
- ✓ Cost improvement, quality and cycle time in the value chain

**Demand generation** and customer management processes, this leads to

- ✓ improved sales and marketing, and after-sales service

**Demand fulfilment** and operations management processes, this leads to improved logistics, operations, and demand management

**Innovation management processes will ensure** product and process research and development

- ✓ Streamlined Administration will improve procurement, IT, finance, HR, management and administration.
- ✓ Restructuring, Rightsizing/downsizing.
- ✓ Business process outsourcing
- ✓ New technology introduction and implementation
- ✓ Logistics

# Marketing Consulting

## Marketing

Solutions need to be integrated to enable companies to attract, engage and convert prospects into buying customers as quickly as possible. Crazy Ant Consulting offers a range of marketing solutions that deliver an end-to-end, turnkey solutions that build the foundation of a strategic plan that is focused on an integrated program which will ultimately yield the greatest returns on investment.

\*Branding

\*Demand

Generation

\*Events

\*Websites

\*Media Relations

## Business Development & Growth Management

Growth Consulting services encompass a customized strategy and a well organised development initiative incorporating customised research. Growth Consulting provides focused, powerful, practical solutions that are innovative and assist companies to successfully address their Growth requirements. Growth Consulting Services are usually unique and tailored to a client's specific needs and challenges, this way leveraging opportunities through a combination of expertise, relationships and foresight.

## Sales Consulting

With an overflow of information and ideas to improve sales, Company's often have difficulty finding the exact right options that include the people, the structure, the process, the compensation and the management for their specific needs. Crazy Ant Consulting can assist our clients to make the right decisions by using analysis tools and experienced sales consultants, to determine with confidence which options will yield significant results. Once we have uncovered the changes you need to make to see dramatic sales improvements, then we'll help you implement the recommendations.

### *Our Sales Consulting Services Include:*

*Current Sales Performance & Improvement Options*

*Strategic Sales Plan & Training of Sales Staff*

*Strategic Customer Management & Relationship Building*

*Sales Knowledge & tools available*

*Portfolio's / Profiles / Marketing Material & Plans / Proposals, etc.*

*Presentations, including Generic Presentations*

*Quotation Templates and Business Proposals*

---

*Did you know...*

*Crazy Ant Consulting can Streamline your business and help you create lasting relationships with your customers*

---

## Financial Consulting & Planning:

The elements of financial assistance in which we are able to provide specialist support for existing and new organisations include:

- ✓ Financial forecasting and planning
- ✓ Business planning - constructing financial plans and critically reviewing existing plan
- ✓ Treasury management
- ✓ Financial controls and systems development
- ✓ Development of business cases
- ✓ Drafting and agreeing financial regulations
- ✓ A range of Accounting and Bookkeeping services
- ✓ Debt Collection

## Due Diligence

This service is usually done before a Merger or Acquisition, we provide Merger & Acquisition opportunities and provide business with information that matters in order to make informed decisions and make deals happen with confidence. Our team conducts a range of Assessments to assist clients in identifying and managing risks and exposures of buying a business or a considered merger or Joint Venture, etc. Our Due Diligence Studies include the following:

- ✓ Environmental site assessments (ESA Phase 1, Phase 2, Phase 3)
- ✓ Site investigations and remedial design reviews
- ✓ Project risk and feasibility reviews
- ✓ Vendor transaction pre-pack support work including assessments and data room creation
- ✓ Purchase, financing, and leasing due diligence assessments
- ✓ Portfolio management and exit strategic planning
- ✓ Sale lease/back assessments and asset rationalisation support

# ORGANISATIONAL DEVELOPMENT

---

## WHY CONDUCT DUE DILIGENCE?

---

There are many reasons for conducting due diligence, including the following: Confirmation that the business is what it appears to be; Identify potential "deal killer" defects in the target and avoid a bad business transaction; Gain information that will be useful for valuing assets, defining representations and warranties, and/or negotiating price concessions; and Verification that the transaction complies with investment or acquisition criteria. These studies can also be helpful to business owners who want to get to the bottom of what is really happening in their business.

## Sustainable Organisational Performance

### Organizational Strengthening and Development

Crazy Ant Consulting provides an Organizational Strengthening and Development programme for traditional companies and those that don't fit into the typical moulds. Organizational strengthening is a process by which groups fine tune - and in some cases transform - their internal organizational structures in order to ensure effectiveness and success. Discovering the need for organizational strengthening comes from a strategic planning process through an internal assessment recognizing internal weaknesses that hinder effectiveness at the governance and decision making level of a company. Our Strategic Management Consulting offers the following services relative to organizational strengthening and development: **Staff Retreats and conversations.** Crazy Ant Consulting can facilitate staff retreats for several purposes including structural change, and team building. The benefit and importance of this is often overlooked by busy business people.

**Internal organizational and management coaching** Working with employees is important to help the day-to-day operations of any organization. It is also often very challenging to work with such a diverse range of personalities & cultures which is unique to South Africa. Crazy Ant Consulting targets our process with employees in the following specific ways.

• **Implementation of structural transformation.** Crazy Ant Consulting facilitates the process with all levels of staff involved to identify issues and mutually develop solutions to help improve and structure all aspects of internal operations. The process encourages staff empowerment, brokers resolution of conflicts, and ensures accountability. Prior to this taking place and in preparation for such work, Crazy Ant Consulting collects and collates information from employees and management on the goals, strengths, weaknesses, and suggestions for improvement. This confidential information is presented as a summary at a facilitated session and used as a starting point for discussion, decisions, and transformation. • **Coaching and Mentoring.** Crazy Ant Consulting offers coaching for Senior Management as well as all levels of employees. Coaching includes working one-on-one with management and employees to improve specific skills, implement necessary changes, answer questions, and provide guidance. Organizational and individual assessments are completed to help guide and measure progress of the work. Crazy Ant Consulting helps coach groups through improvement of evaluations, improve employee morale, management changes, legal issues, policies and development opportunities.

• **Fundraising, Social Responsibility & planning.** Crazy Ant Consulting can help plan & implement an effective fundraising plan & Social Responsibility initiatives that include a diversified funding base, new resources, and access to innovative ideas & solutions.

#### HR & IR Consulting

- ✓ Assessments: Crazy Ant Business Consulting will conduct detailed audits in order to determine the position of your current HR policies, procedures and practices with the intention of closing the gaps that may exist in the requirements of the various Labour / Employment Legislations.
- ✓ Plan: A plan will be drafted outlining the elements required to support your Labour Plan, this will include, but not be limited to, Training, Skills Development, Employment Equity, Retrenchment / Restructuring, Recruitment & Selection, Employment, Strikes.
- ✓ Implementation: Crazy Ant Business Consulting will implement & facilitate the implementation of the framework and plan, and monitor the success thereof.
- ✓ Reports: Once the plan has been successfully implemented, we will develop various reporting structures to ensure that the necessary reports are accurately produced and submitted. Alternatively, we can do this on your behalf.

With so many different laws to ensure you are complying with it is a daunting and trying exercise. One wrong step could cost you huge financial burdens. Just to mention a few of the laws surrounding employment, LRA, BCEA, EEA, Skills Development Act, are just some of these laws. For these reasons it is not only safer, but often more cost effective to use specialised HR Consultants to ensure your compliance and limit liability.

## OTHER HR CONSULTING SERVICES

- Outsourced HR Management Services
- Develop & Implement HR Policies & Procedures
- Industrial Relations – Assistance, Advice, Interpretation, Procedures, Structures
- Employee - performance management, job evaluations, job profiling
- Industrial Relations Support - disciplinary process, chairing hearings
- Manpower and succession planning
- Organisational development and structuring
- Devise, formulate and implement Human Resource strategy
- Career development systems
- Coaching & Mentoring

#### DID YOU KNOW?...

Crazy Ant Consulting can develop & implement proper HR policies & other business opportunities surrounding these.

If you employ more than 50 employees (or are generating a turnover greater than the current threshold) you are required to have an Employment Equity Plan and report in line with the requirements of the act. You are also required to develop an Employment Equity Plan. Action is being taken against companies who fail to comply with these requirements leading to severe fines. You are required to appoint a Senior Manager to ensure that Employment Equity is implemented throughout your business. We are able to help you draft and implement these plans avoiding these fines that can set your business back dramatically.

We also offer the following services:

- Applications & Policies
- Recruitment & Selection
- Employment Contracts
- Employee Background Checks including Reference Checking, Criminal checks, Qualifications verifications, ITC,
- Screening & Interviewing
- Performance Management
- Discipline
- Payroll Solutions
- Staff Outsourcing
- Permanent & Temp Placements



## DID YOU KNOW?

Crazy Ant Consulting offers a range of Accredited and unaccredited Courses and Training which can be held at your premises or at ours.

### WE CAN ALSO ASSIST YOU WITH THE FOLLOWING:

HR Surveys \* Incident Investigation \* Introduction to facilities Management

Process Management \* Project Management \* Quality Management

### WE CAN ALSO HELP YOU...

Set up FET Facilities

Implement Training Plans & Rollout

Attain ISO Accreditation

Training needs analysis

Skills development facilitation

Workplace skills plans

Leadership, management and supervisory skills

Teambuilding

Sales and customer care

## Training & Development

Training Courses We can provide to our clients:-

✓ Accredited Soft Skills Programmes including but not limited to:-

Customer Service Quality \* Telephone & Reception Etiquette \* Business Writing \* Minute Taking \* Effective Meeting Management \* Supervisory Skills \* Management Development \* Entrepreneurial Skills \* Team Building \* Diversity Management \* Time Management \* Emotional Intelligence \* Disciplinary Procedures & CCMA \* Training & Mentoring \* Leadership Skills \* Finance for Non-Finance Managers \* Conflict Management \* Stress Management \* Change Management \* HIV & Aids Awareness in workplace

✓ Building; Plumbing & Civil Construction

Build decorative masonry elements \* Install, maintain and test Rainwater Systems \* Plaster surfaces \* Erect roof trusses \* Install, maintain and test cold water supply system \* Prepare surfaces for painting \* Identification – Tools, Equipment & Materials - Uses

Foundations \* Apply screeds to a concrete floor \* Installation of pipe systems \* Install, maintain and repair sanitary ware appliances \* Installation of hot water supply systems \* Perform building works \* Work in confined spaces \* Scaffolding

✓ Manufacturing Processes

✓ Health & Safety

✓ Fire Fighting

✓ Technical Courses

## What is a learner ship?

A learner ship is an education and training programme that facilitates the process of obtaining a recognised qualification through structured learning and work experience.

It is similar to the Apprenticeship system, but with the difference of more flexible learning arrangements

Learner ships form an integral part of structuring and motivating employees in a workplace and assist with Skills Development Strategies, with the added benefit of having access to funding for them.

## BUSINESS PLANS & CONTRACTS

Creating legal structures, documents & plans Crazy Ant Consulting assists companies in finding, creating, developing and drafting the best legal and operating structures in order to accomplish our client's goals, missions and results more effectively. We believe that foundation is vitally important before creating anything... draft the plan, lay the foundation, build the masterpiece. This way, innovative structures can be explored and implemented, while still complying with legal and fiduciary boundaries.

We'll help you get your business started

- ✓ Business Plans
- ✓ Business Contracts & Agreements
  - We can draft a range of Business Contracts and Agreements for our clients, including, but not limited to: Sales Contracts / Agreements,
  - Purchase Contracts / Agreements,
  - Employment Contracts / Agreements
  - Supplier Contracts / Agreements
  - Non-Disclosure Agreements
  - Business Agreements
  - Union Agreements
  - SLA's & Business Proposals Company Policies & Procedures



CRAZY ANT CONSULTING CAN DEVELOP AND IMPLEMENT YOUR ORGANIZATIONAL DEVELOPMENT POLICIES, YOUR EMPLOYMENT EQUITY POLICIES, YOUR BUSINESS PLANS, YOUR SKILLS DEVELOPMENT POLICIES, YOUR BBBEE POLICIES / PLANS / LEVEL, AS WELL AS YOUR COMPANY'S POLICIES AND PROCEEDURES.

## WHY CHOOSE CRAZY ANT CONSULTING

We guarantee a marked improvement in your business model

We guarantee a high ROI

We guarantee Monthly cost savings

We guarantee a Positive Cash flow

We guarantee Service reliability

We guarantee to lower implementation costs

We guarantee to Improvement your Debtors

We guarantee to Increase your Sales

We guarantee to Increase your Profitability

*Most importantly, we are passionate about our business and yours*