PATTED FINANCIAL CONSULTANTS
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PFC 2026-2027 COMPANY PROFILE



Welcome

#WELCOME TO PATTED FINANCIAL CONSULTANTS

PATTED FINANCIAL CONSULTANTS (PTY) LTD IS A LEADING HUMAN RESOURCE, TRAINING, RECRUITMENT, LEADERSHIP DEVELOPMENT, AND BUSINESS CONSULTANCY FIRM WITH A STRONG REGIONAL FOOTPRINT ACROSS SOUTHERN AFRICA.

Established in Zimbabwe in 2003 and registered in the Kingdom of Lesotho in 2007, the company has grown into a trusted partner for organizations seeking sustainable growth, organizational excellence, and workforce transformation.

The consultancy was founded to address a critical gap within the SADC region—the need for practical capacity building, strategic leadership development, monitoring and evaluation systems, and organizational performance enhancement. Over the years, Patted Financial Consultants has successfully supported government institutions, private sector organizations, development agencies, and non-governmental organizations in strengthening their people, systems, and performance.



Our mission is to empower organizations and individuals through capacity building, leadership development, strategic planning, and business excellence. We are committed to helping our clients unlock their full potential and achieve sustainable success.

Success is an attitude. Together, we can reach the top.



/2025

Expanded executive coaching, leadership development, and organisational transformation services across Southern Africa.



/2026

Introduced AI, digital transformation, and future-ready workforce development programmes.

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About Us

Our Promise

We measure our success by the success of our clients. Every intervention is designed to create lasting impact, improve performance, and build organizations that thrive.



OUR IMPACT	
Professionals Trained	5,000+
Projects Executed	1,000+
HR Recruitment	300+
Leadership, Training & Coaching	25+ Years
Organizations Transformed	50+
Countries Reached	5+
Sectors Served	8+

PATTED FINANCIAL CONSULTANTS (PTY) LTD EXISTS TO EMPOWER ORGANIZATIONS THROUGH TRAINING, CONSULTING, AND HUMAN CAPITAL DEVELOPMENT. WE HELP BUSINESSES, GOVERNMENT INSTITUTIONS, AND DEVELOPMENT ORGANIZATIONS BUILD CAPACITY, STRENGTHEN LEADERSHIP, AND IMPROVE PERFORMANCE.

Founded by experienced professionals with a passion for people development and organizational excellence, PFC has grown into a trusted consultancy serving clients across Southern Africa.

Our Impact

- **5,000+** professionals trained and developed
- **1000+** projects successfully facilitated and coordinated
- **300+** recruitment and human resource assignments completed

We are committed to bridging knowledge gaps, developing effective leaders, and helping organizations

Executive Profile

DR. TED MSIPA

Chief Consultant | Executive Coach | Leadership Strategist



Dr. Ted Msipa is an Executive Coach, Leadership Strategist, Organisational Development Specialist, Author, Lecturer, and Chief Consultant of Patted Financial Consultants (Pty) Ltd. With over 25 years of experience across Southern Africa, he has established himself as one of the region's leading authorities in leadership development, organizational transformation, and executive coaching.

He has successfully coached CEOs, Managing Directors, Executive Committees (EXCOs), Management Committees (MANCOs), Senior Managers, and emerging leaders across diverse sectors, helping them strengthen leadership capacity, improve organizational performance, and achieve sustainable growth.

Dr. Msipa's expertise spans strategic planning, leadership development, organisational transformation, performance management, culture change, business turnarounds, corporate governance, team development, and change management. Throughout his career, he has worked with government ministries, UN agencies, financial institutions, insurance companies, educational institutions, NGOs, and private sector organizations across the SADC region.

As Founder and Chief Consultant of Patted Financial Consultants, he has facilitated hundreds of leadership programmes, strategic retreats, team-building initiatives, and organizational development interventions. His practical, results-driven approach has earned him a reputation for inspiring leaders and organizations to unlock their full potential and achieve excellence.

"Transforming people, strengthening organizations, and building leaders for tomorrow."



Our Mission, Vision & Values



Innovation *– We embrace creative solutions that deliver measurable results.*

People Development *– We are passionate about unlocking human potential.*

Partnership *– We build lasting relationships based on trust, collaboration, and mutual success.*

Impact *– We focus on creating meaningful and sustainable change for our clients.*

OUR VISION

To be the leading consultancy in Africa for leadership development, organizational transformation, and human capital excellence.

OUR MISSION

To empower individuals, teams, and organizations through innovative training, coaching, consulting, and strategic solutions that drive sustainable growth and exceptional performance.

OUR CORE VALUES

Excellence *– We strive for the highest standards in everything we do.*

Integrity *– We conduct our business with honesty, professionalism, and accountability.*



COMPLETED TRAININGS



AT PATTED FINANCIAL CONSULTANTS, WE PROVIDE PRACTICAL, RESULTS-DRIVEN SOLUTIONS THAT HELP ORGANIZATIONS IMPROVE PERFORMANCE, DEVELOP LEADERS, AND ACHIEVE SUSTAINABLE GROWTH.



1. Conflict Management-Standard Chartered Bank, Masvingo branch
2. Team Building and Motivation-First National Bank Maseru
3. Understanding the Peoples Puzzle – Boliba Savings & Credit Bank Ma- seru
4. Dealing with Emotional Intelligence -Drummond Transport Company, Zvishavane, Zimbabwe.
5. Team Building and Motivational Seminar for Mbada Diamond Mines
6. Corporate Change Management –Maji-maji Investments, Aru- sha Tan- zania
7. Improved Revenue Management, Republic of Zambia, Zambia.
8. Managing psycho social programs -Tete Breweries, Mozam- bique
9. Team building, Union carbide group, Mutorashanga, Zimba- bwe.
10. Bank Reconciliation and Accounting, Ministry of Finance and Develop- ment, Kingdom of Lesotho
11. Management of Revenue Collection, Ministry of Health and Social Wel- fare Lesotho
12. Project Management, The Ombudsman's office, Lesotho
13. Project Management and Proposal Writing, Department of Oral Health care, Maseru, Lesotho.
14. Team Building and Motivational Seminar for Econet Telecom Lesotho
15. Finance for non Finance Managers, Telecommunication Leso- tho.
16. Corporate Governance –Lesotho National Chamber of Com- merce
17. Conflict Management and Resolution, Ned Bank, Lesotho.
18. Team Building, Leadership and Motivational Skills for Nedbank

SELECTED TRAININGS

Lesotho

19. Report Writing, Ministry of Agriculture, Lesotho
20. Change Management and Motivation for Lesotho Revenue Authority - in partnership with IDM Lesotho
21. Team Building and Motivation-for Food Agriculture Organization
22. Communication in business, Mohaleshoek District Office
23. Managing Securities and Credit Management – Boliba Savings and Credit Bank
24. Change Management, Boliba Bank, Maseru, Lesotho.
25. Corporate Governance-for UNDP-LREBRE Board of Directors
26. Team Building –for Food Nutrition Coordination Unit –Lesotho staff members
27. Communication Skills for Food Management Unit
28. Strategic Planning for Alliance insurance company of Lesotho
29. Effective Selling Skills for Nedbank Lesotho
30. Psycho-social support at the Workplace –FNCO
31. Team Building and Planning –for Lesotho Council of Non Governmen- tal Organization
32. Business Management and Project Management for Lesotho Solar En- ergy society sponsored by UNDP.
33. Counseling at the Workplace –Healthy Lifestyles (Lesotho)
34. Principles of Wellness for Absolute Cleaning Consultants Lesotho



35. Team Building and Motivation for Lesotho Revenue Authority
36. Team Building and Motivation for National University of Lesotho
37. Corporate Governance in Projects –Ministry of Finance and Economic Development, Lesotho
38. Business Ethics and customer care for Lesotho Solar Energy Society
39. Project Management for Berea District Council, Lesotho
40. Project Management and Proposal Writing, Berea District Council
41. Team Building and Motivation for Lesotho Revenue Authority-Human Resources Department
42. Financial Appreciation and Appraising for Boliba Bank
43. Business Administration and Assertiveness for Ministry of Finance
44. Fraud Detection and Avoidance for Ministry of

SELECTED TRAININGS

Finance

45. Prepared strategic plan and national strategic rollout for Moliko Mi- crofinance in Lesotho.
46. Team Building and Motivation for Lesotho Institute of Accountants.
47. Project Management for Botha Bothe District Council
48. Credit Management and Appreciation for Boliba Bank
49. Financial Appreciation and Risk Management for Boliba Bank.
50. Customer Service and Marketing Skills-Boliba Bank
51. Team Building and Leadership Seminar for Lesotho Solar Energy Soci- ety
52. Sales Management Skills Seminar-Alliance Insurance Company of Lesotho
53. Customer Service Skills-The Buffalo Hotel Lesotho
54. Public Speaking and Leadership Skills-Ministry of Finance and Development
55. Team Building and Motivation-People Services International Ad- ministration
56. Team Building and Leadership –People Services International Counselors' Department
57. Motivation for Ministry of Natural Resources Secretaries
58. Performance Management –Boliba Bank
59. The Philosophy of Customer Service & Delivery Excellence
60. Team Building for Lesotho Secretaries Association
61. Performance Management and Leadership for Boliba Credit and Savings Union
62. Team Building and Motivation-Buffalo Hotel
63. Team Building and Motivation Skills for World Food Program Staff
64. Team Building & Strategic Planning for Food and Agricultural Or- ganization (FAO)
65. Team Building & Motivation for Econet Telecom Lesotho
66. Effective Selling Skills for Service Industries (Boliba Credit & Sav- ings Union Cooperative)
67. Relationship Management for First NATIONAL BANK Lesotho
68. Customer Service Skills for Lesotho Post Bank
69. Staff Motivation & Retention Skills for Ministry of Social Develop- ment
70. The Unbreakable Laws of Teamwork for World Vision International
71. Understanding Personality Profiling for Water and Sewerage Com- pany
72. Customer Service for Maseru Private Hospital
73. Team Building and Psycho Social Skills
74. Effective Selling Skills for Letshego Financial Services
75. Leadership Skills for Maseru Private Hospital
76. Financial Counselling for CRS
77. Transformational Leadership for Lesotho Post Bank
78. Change Management for Scenery Guest House
79. Goal Setting and Vision Creation for House of Refuge Global Min- istries
80. Resource Mobilisation for Lesotho Sports and Recreation Commission

TRAININGS

81. Negotiation Skills for Nedbank Lesotho
82. Effective Selling Skills for First National Bank
83. Supervision and Management Skills for Letshego Financial Services
84. Transformational Leadership for Lesotho Defence Forces
85. Fundamentals of Leadership for Botho University Students Represent- ative Council
86. Change Management for Thamotha Insurance Brokers
87. Change Management for Lesotho Insurance Brokers Association
88. Change Management for Lesotho Post Bank
89. Motivation for the Next Level for Storm Enterprises
90. Strategic Planning for Lesotho Post Bank
91. Personality Profiling for CTM Lesotho
92. Financial Wellness for Catholic Relief Services
93. Five Levels of Leadership for Apostolic Faith Mission
94. Motivation for the Next Level Botho University
95. Team Building for National University of Lesotho
96. Confidence Booster for In4Solar in Boksburg, South Africa
97. Leadership Excellence for Global Fund
98. Leadership 101 for Letshego Financial Services
99. Effective Selling Skills for Alliance Insurance Company
100. Change Management for Trust Insu rance Brokers
101. Team Building and Motivation for Lesotho Institute of Accountants
102. Business Skills and Strategic Planning for House of Refuge Global Ministries
103. Team Building for Maseru Preparatory and English Medium
104. Change Management for Water and Sewerage Company (WAS- CO)
105. Team Building and Strategic Retreat for Tirong Chartered Ac- countants
106. Leadership and Strategic Retreat for Thamotha Insurance Brokers
107. Team Building for House of Refuge Global Ministries
108. Team Building for World Health Organization
109. Strategic Leadership and Retreat for Lesotho Post Bank
110. Customer Service for Sakal Group of Companies Lesotho
111. 111. Strategic Leadership for Storm Transport
112. 112. Team Building & Personality Profiling with Higher Life Lesotho
113. 113. Managing People & Motivation with LNIG Hollard



OUR AREAS OF EXPERTISE



AT PATTED FINANCIAL CONSULTANTS, WE PROVIDE PRACTICAL, RESULTS-DRIVEN SOLUTIONS THAT HELP ORGANIZATIONS IMPROVE PERFORMANCE, DEVELOP LEADERS, AND ACHIEVE SUSTAINABLE GROWTH.

Leadership & Executive Development

- Executive Coaching
- Leadership Development Programmes
- Management Development
- Team Building & Motivation
- Emotional Intelligence
- Succession Planning
- Digital Leadership
- Leading Teams Through Digital Transformation
- Leadership in the Age of AI

Organisational Development

- Strategic Planning
- Organisational Transformation

SERVICE PORTFOLIO

- Change Management
- Performance Management Systems
- Culture Change Initiatives
- Corporate Governance
- Digital Transformation Strategy
- Technology Adoption and Change Management
- Innovation Management

Human Capital Solutions

- Recruitment & Selection
- Human Resource Consulting
- Competency Assessments
- Talent Management
- Employee Engagement
- Workplace Wellness
- AI in Human Resource Management
- Digital Workforce Readiness
- Future of Work and Workforce Planning
- HR Analytics Fundamentals

Training & Capacity Building

- Customer Service Excellence
- Communication Skills
- Project Management
- Report Writing
- Conflict Resolution
- Public Speaking
- Artificial Intelligence (AI) for Business
- AI Productivity Tools for the Workplace
- Digital Literacy and Workplace Technology
- Microsoft Office Productivity Skills

- Digital Communication Skills
- Social Media Management
- Content Creation for Business
- Digital Collaboration Tools

Finance & Business Management

- Finance for Non-Finance Managers
- Financial Management
- Budgeting & Cost Control
- Risk Management
- Business Strategy
- Business Process Re-engineering
- Digital Business Strategy
- E-Commerce Fundamentals
- Business Innovation and Technology
- Data-Driven Decision Making
- Digital Entrepreneurship

Research, Monitoring & Evaluation

- Research & Surveys
- Monitoring & Evaluation Systems
- Impact Assessments
- Programme Reviews
- Proposal Development
- Data Analysis & Reporting
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OUR ASSIGNMENTS

Category	Selected Clients
Leadership Development	WHO, FAO, WFP, Global Fund, Lesotho Defence Force, Lesotho PostBank
Executive Coaching	CEOs, Managing Directors, EXCOs and MANCOs across banking, telecommunications, insurance and public sectors
Strategic Planning	Alliance Insurance, Lesotho PostBank, Thamotha Insurance Brokers, Moliko Microfinance
Team Building & Motivation	Econet Telecom Lesotho, National University of Lesotho, World Food Programme, WHO
Finance & Banking	FNB Lesotho, Nedbank Lesotho, Boliba Savings & Credit Bank, Letshego Financial Services
Customer Service Excellence	Lesotho PostBank, Maseru Private Hospital, Buffalo Hotel, Sakal Group
Change Management	WASCO, Lesotho PostBank, Lesotho Revenue Authority, Alliance Insurance
Project Management	Ministry of Finance, Berea District Council, Botha-Bothe District Council, Ombudsman's Office
Governance & Board Development	UNDP Boards, LNCCI, Insurance Sector Organisations
Research & Development	Government Ministries, NGOs, Development Partners and Private Sector Organisations



OUR TEAM



DR. TED MSIPA
FOUNDER & CEO



ZOE MSIPA
MARKETING
& MEDIA



ESTHER MALEBANYE
ADMINISTRATION



AGNES MAKARA
HR MANAGER &
PROCUREMENT



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