

TALENT MATTERS

Company profile

Human capability advisory for public and private institutions across Botswana, South Africa, Angola and Zambia.

Evidence. Integrity. Impact.

Gaborone - Botswana

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THE FIRM

Who we are

Talent Matters is a citizen-owned human capability advisory firm based in Gaborone, working with institutions across Botswana, South Africa, Angola and Zambia.

We help boards and leadership teams make the human system fit for the mandate: clearer accountabilities, stronger decisions and capability that can hold under pressure.

The people who scope an engagement stay accountable for the thinking, the process and the handover. Confidentiality is a condition of good work, not a courtesy.

What has not changed

Collaborative - we work with you, not at you.

Bespoke - no generic solutions, tailored to your context.

Evidence-based - validated science rather than fads.

Personal - relationships still matter, even in an era of AI.

CAPABILITIES

What we do

01 Organisation strategy, design and institutional effectiveness

What the institution must become to deliver its mandate, and the structure, accountability and decision rights that make it possible.

02 Executive search and leadership appointments

Board and executive appointments run on evidence, from the approved profile through assessment to a decision the board can defend.

03 Assessment and leadership intelligence

Measuring capability, judgement and leadership potential for selection, development and succession.

04 Succession and leadership continuity

Where succession risk is concentrated, who is genuinely ready, and what has to happen now.

05 Reward, job architecture and performance

Job architecture, grading, benchmarking and internal equity, built so reward reinforces the capability the strategy needs.

CAPABILITIES

What we do (continued)

06 Workforce and capability intelligence

Critical role analysis, capability gaps, bench strength and attrition risk, delivered as evidence a board can interrogate.

07 Future of work and capability transformation

How work is changing, which work stays human, and how to build the capability before it is needed.

08 Workforce solutions

Managed deployment where an institution needs capacity without permanent headcount.

09 Leadership effectiveness

A leadership team that sets shared priorities, decides together where it matters and holds itself to account.

10 People strategy

Business direction translated into workforce, capability and leadership choices, with a sequenced roadmap.

ORGANISATION INTELLIGENCE

How we work

Our method reads an institution before it is redesigned. Every finding can be traced back to the evidence that supports it and forward to the decision it informs.

Source	Primary or authoritative evidence.
Finding	What it establishes, and what it does not.
Question	The choice it puts before the board.
Decision	Taken by the institution, and recorded.

Contact

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