

SIRDAR

Guiding boards. Growing business.

Sirdar is Africa's leading guide, appointer and educator of high-performance boards.



GUIDE




APPOINT



EDUCATE

Company Profile



'Sirdar' is the name given to the lead Sherpa on a mountain expedition. Where others view a high mountain as a great challenge or a insurmountable obstacle, the Sirdar sees it as a clear path of opportunity. The Sirdar builds the right team, chooses the correct route and knows when to go for the summit.

📍 SWARTBERG MOUNTAINS, WESTERN CAPE

»» We navigate the way to business growth through boardroom performance.

We help you overcome your challenges and leverage your strengths.

Our integrated board approach is delivered through advisory services, governance, evaluations, assessments, appointments and the continuous upskilling and education of directors.

Sirdar guides a practical, invested approach to create meaningful economic impact.

Our Guide, Appoint and Educate solutions make Sirdar the invested boardroom partner in Africa.



Climb with us

At Sirdar, we understand the challenges of a boardroom – the people, the engagement, the knowledge and skill, the vision and journey, growth and development, the end result and business growth. From start to finish, we stay a step ahead.

We climb as a team as we walk our clients' unique board journeys with them, every step of the way. We deliver an invested partnership and honour our promises with skill, experience and support. And as involved global citizens, we care about making impactful growth a reality for people, businesses, society and countries.

"After running our company for a number of years, and wearing the 'hats' of shareholder, director and manager with varying degrees of success, it has truly fascinated me to learn that governance and its related structures are the main reasons why our business has not, as of yet, achieved its full potential. I have found Sirdar's governance implementation methods to be uniquely practical and of immense value. My only regret is that Sirdar and Status did not meet up many years ago!"

JAMES THOMPSON

Status Staffing Solutions (Pty) Ltd, Cape Town, South Africa

"I have seen first-hand how the Sirdar process of structured governance and independent thought can raise the level of discussions at board meetings, translating directly into long-term value for the shareholders."

RICHARD FRANKLIN

Halls Investments (Pty) Ltd, Johannesburg, South Africa





GUIDE

The Guide team partners with boards to navigate their unique journey of improved boardroom performance through practical advisory and governance services.

We blend best-practice thinking, holistic governance models, governance principles and performance management to expertly guide boards of directors. Our various board diagnostics and evaluations offer a view of where strengths lie and what is holding the board back. We also provide a 12- to 18-month roadmap for the journey to becoming a high-performance board, thereby delivering impactful and meaningful economic growth.

BOARD DIAGNOSTICS	BOARD EVALUATIONS	BOARD ADVISORY	COMPANY SECRETARIAL SERVICES
<ul style="list-style-type: none"> Board-readiness diagnostic Board performance diagnostic 	<ul style="list-style-type: none"> Ensure that governance is monitored and that action can be taken to remedy challenges where necessary 	<ul style="list-style-type: none"> Conflict resolution Strategic mapping and workshops Vision workshops Board charter analysis 	<ul style="list-style-type: none"> Preparing agendas and minutes Conducting board meetings Assisting with governance and legal compliance audits



APPOINT

The Appoint team identifies and appoints non-executive directors by balancing unique boardroom dynamics, values, expertise and natural energy to deliver real boardroom performance.

We are committed board appointment specialists who take the time to understand the values, expertise, natural energy, boardroom dynamics and skills that will best benefit your board and business. From understanding an individual's commercial astuteness and governance knowledge, to utilising the Contribution Compass profiling tool in order to identify the ideal fit, we ensure that the right people are appointed to your board. We save you time and effort, and significantly reduce the possibility of a wrong appointment, which no business can afford.

APPOINTMENT DIAGNOSTIC	BOARD APPOINTMENT	BOARD MEMBER SEARCH	ADVERTISE FOR A NON-EXECUTIVE DIRECTOR	SIRDAR DIRECTOR NETWORK
<ul style="list-style-type: none"> Determines detailed profile of director/s who will add real value to the board as well as governance areas requiring focus 	<ul style="list-style-type: none"> Includes thorough Search and Selection process 	<ul style="list-style-type: none"> Advertises your vacancy to Sirdar Director Network 	<ul style="list-style-type: none"> Includes Appointment Diagnostic and thorough Search and Selection process 	<ul style="list-style-type: none"> Africa's largest network of active and aspiring directors



EDUCATE

The Educate team delivers practical, relevant learning programmes that are focused on building director- and board-level skills through experience.

We drive awareness regarding what it takes to be a high-performance board and provide in-depth, practical education about the board's importance and functioning. Our programmes and workshops explore what boards should focus on, what they legally must focus on and what it takes to contribute as a high-performing board member.

APPLIED DIRECTORSHIP PROGRAMME	HIGH-PERFORMANCE BOARD WORKSHOP	BESPOKE BOARD PROGRAMMES
<ul style="list-style-type: none"> An 11-month programme exploring all the aspects that high-performance directors need to be well versed in, as per the Sirdar Governance Compass 	<ul style="list-style-type: none"> Our one-day workshop for active and aspiring directors 	<ul style="list-style-type: none"> Created based on our clients' unique environments and needs



Leadership Team

There is great power and responsibility in climbing a mountain as a team –successful climbers never reach a summit alone. Just as you would choose an experienced and knowledgeable guide to lead you to the summit of a mountain, selecting a team to guide you to business success should be no different.

With over a century of work experience between them, the members of our leadership team have developed Sirdar's processes and methodologies based on personal experience of running their own businesses and being personally involved in over 70 boards. Balancing these processes and systems with the strengths, desires, needs and emotions of all of your stakeholders makes us the invested boardroom partner to take your business to the next level.



CARL BATES
Founding Partner



ANTHONY SWART
Managing Partner



RAEWYN BATES
General Manager - Global Finance



TIM HOLMES
Senior Partner



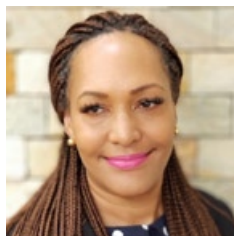
ROGER HITCHCOCK
Senior Partner



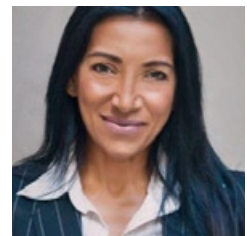
BEVERLEY HANCOCK
Partner and Head of Appoint



KIERON MCRAE
Partner and Head of Guide



CATHERINE ENGMANN
Partner and Head of Ghana



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Partner and Head of Kenya

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