



## Who We Are



The T.ANYA coaching and mediation practice was founded by Ms Tshidi Anya (Founder and Lead Coach), with the primary aim to cultivate more productive, competent, confident, intentional, and goal-driven employees, leaders, and teams.

**Our Mission is to empower employees and leaders to:**



## Our Services



**Executive Coaching**



**Team Coaching**



**Workplace Mediation**



**Keynote Speaking**

## Who We Serve

### Career-driven individuals and executives

seeking personal mastery, intentional living, career advancement and leadership proficiency

### Academic institutions

integrating executive coaching and action learning coaching into leadership programs

### Organizations

aiming to enhance team effectiveness, invest in leadership development, or resolve workplace disputes through mediation

### Clients seeking keynote speaking

for leadership events, retreats, and career-focused gatherings.

## Why Choose Us



### Real-World Expertise:

- Coaching is delivered by coaches currently serving as C-suite executives and understand first-hand realities executives and employees face.
- Every engagement is informed by real-world leadership experience and a genuine understanding of today's challenges.
- As a former CCMA Commissioner, our founder has extensive expertise in conciliating, mediating and arbitrating complex workplace/labour disputes.

### Confidentiality and Objectivity:

- Integrating executive coaching and action learning coaching into leadership programs

## Meet Our Founder



- Our founder and lead coach (Tshidi Anya) is a seasoned executive coach and a c-suite Human Resources (HR) professional. She currently serves as Chief People Officer at a multinational company and brings first-hand corporate executive experience to her coaching practice.
- Her coaching approach is solution-driven, practical and supportive, guiding clients to navigate their careers, deepen self-awareness, and eventually lead with confidence and purpose.
- Tshidi has been nominated for prestigious awards and featured among South Africa's top leadership voices.
  - In 2023, Tshidi was nominated for CHRO South Africa Awards. The annual CHRO Awards recognise Chief Human Resources Leaders of listed companies, large corporations, state-owned entities and government institutions and award them for outstanding performance and leadership.
  - She has been featured in the book The Future of Leadership (season 2) 24 TOP Leadership Voices amongst 24 Top Leaders in South Africa.

## Tshidi's Qualifications



**Bachelor of Administration  
(Industrial Psychology)  
University of Limpopo**



**Master of Management in Business  
& Executive Coaching  
University of Witwatersrand**



**Advanced Diploma in Labour  
Law  
Rand Afrikaans University**



**Postgraduate Diploma in  
Business Studies  
University of Pretoria**

## Our Clients

Organisations / Institutions	Programmes
	<ul style="list-style-type: none"> <li>• South African Revenue Services (SARS) Women in Leadership</li> </ul>
	<ul style="list-style-type: none"> <li>• Wits Business School International Executive Development Programme</li> <li>• Wits Business School Women in Leadership</li> <li>• City of Johannesburg Coaching for Professional Development</li> <li>• National Lotteries Commission Managing and Leading People</li> <li>• Vodacom – Mentorship for Leaders</li> <li>• Vodacom – High Impact Leadership</li> <li>• Transnet – Senior Leaders Development Programme</li> <li>• Transnet – Business Related Integration Project</li> <li>• Glencore Senior Leaders Development Programme.</li> </ul>
	<ul style="list-style-type: none"> <li>• Old Mutual Investment Leadership Development Programme</li> </ul>
	<ul style="list-style-type: none"> <li>• Middle Management Leadership Development Programme</li> </ul>
	<ul style="list-style-type: none"> <li>• MBA students</li> </ul>

## Testimonials

I was in the middle of a career transition and was nominated to take part in a Leadership Development Program which amongst many training topics, included six sessions with a career coach. In those six sessions with Tshidi, I was able to identify key strengths and areas of development with clear action items for each session for me to report back on. This assisted practically in my performance review preparations, remuneration advancement and eventually resulted in my promotion into Client Director in the following year, which was a huge success thanks to her guidance and tools shared.

Tshidi, you have been an invaluable addition to my career advancement as a whole. You believe in excellence and continuous learning and development of yourself and others and that resonates very strongly with me and many other young black female professionals in corporate South Africa. I appreciate your wit, approachability, Can-Do attitude, candid and practical style to your coaching. I can't thank you enough and hope our paths cross again. Godspeed!

**Selina Nalane**

Client Director, Old Mutual Alternative Investments

I was given the guidance, strategic planning and confidence to leave the job I was working at when I was being coached by Tshidi. I knew the destination of my next career path but didn't really know how to get there. Tshidi helped me understand and navigate the journey I was about to embark on in order to get to my next career destination. I really valued the support that Tshidi provided during our coaching sessions, and I eventually did leave my junior role to take on a managerial position. I really do thank Tshidi for her belief and confidence in me; it greatly shaped my career trajectory but more importantly, it was her confidence in me that helped me unlock the self confidence I now have as a manager.

Thank you so much for our time together! It was incredibly valuable - more than words could ever describe - and you've certainly helped me enjoy the journey of getting to where I want to go. I'm a better leader, colleague and mentor to others because of the seeds you planted in me. Forever grateful that our paths crossed!

**Khalipha Ntloko**

Junior Content Marketer, Meltwater EMEA

"Tshidi is an incredibly attentive active listener and was able to understand the structure of the organisation, and my role within it very quickly. This allowed her to understand where any hurdles lay in my career trajectory, and then provide invaluable advice and potential scenarios. Something that stood out was how she was able to 'unlock' different ways of viewing scenarios so that I could get a different take on them and better understand how things would have been in the past, or could have been in the future."

"I would certainly like to make use of Tshidi's services again in the future"

**Dino Vichos**

Senior Key Account Manager & Team Lead

## Testimonials

Tshidi was a good sounding board and asked pertinent questions to reframe my thinking and approach situations with a calm and open mind. Some of the conversations we had were tough but allowed me to see my blind spots and grow from them. I enjoyed how Tshidi challenged some of my limiting beliefs about myself and help me discover a new way of being.

Thank you, Tshidi.

**Nolwazi Dube**  
Senior Manager

"Tshidi pushed me to be honest with myself yet also allowing me to admit that I do make mistakes and it's ok. As a leader, you won't always have the answers yet that's why you have a team."

"Thank you for being part of my leadership journey!"

**Tumi Matlou**  
Growth Director, Meltwater

At the very start of my coaching journey, I believed that I had to change being reserved and "nice" for me to be a leader. Tshidi helped me realise that I need to actually optimise these traits that innate, for me to be an authentic and effective leader. Her coaching style was really one of holding up a mirror to myself and coming up with my own solutions.

Thank you, Tshidi. This journey has been life changing, and I look forward to a continuation of our relationship.

**Ludo Mphusu**  
Senior Trader, Old Mutual Specialised Finance

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