

2025/26



COMPANY PROFILE



+27 (0)60 556 9080
www.rraconsulting.co.za
solutions@rraconsulting.co.za
Based in Sandton,
Johannesburg, working across
South Africa and beyond

INNOVATIVE & COLLABORATIVE

Empowering organisations through smart strategy, bold facilitation, and practical solutions that work.

ABOUT OUR COMPANY

RRA CONSULTING

Roopa Ruysenaar and Associates (PTY) Ltd is a dynamic consulting firm that blends deep governance expertise with innovative, people-centred solutions to help organisations thrive—from the boardroom to the shop floor. What makes us awesome is our ability to turn complex challenges into practical, high-impact interventions using smart strategy, cutting-edge digital tools, and a deeply collaborative approach.

BRINGING IDEAS AND INNOVATION
TO LIFE THROUGH PEOPLE, PROCESS &
TECHNOLOGY



VISION

A thriving South Africa powered by resilient institutions, ethical governance, and people equipped to lead lasting change.

MISSION

For South Africa to thrive, we need strong institutions, rooted in great governance, built by empowered and capable people. Our mission is to assist in making that happen.

- 01** To strengthen governance by building ethical, effective, and accountable institutions that can lead with clarity and integrity.
- 02** To empower people through capacity-building, leadership development, and practical tools that unlock potential at every level of the organisation and its wider stakeholders.
- 03** To enable strategic change by facilitating inclusive dialogue, aligning stakeholders, and translating vision into measurable action. Fostering organisational resilience by integrating ESG principles, workplace harmony, and digital innovation into sustainable, future-ready solutions.

VALUES

IMPACT OVER OPTICS:

We don't do tick-box consulting. We work on what matters, with clients who want to make a difference — and we stick around to see it through.

SHARED SUCCESS

We believe in building prosperity that's collective, not extractive. If our clients, communities, and team aren't all better off, we're doing it wrong.

INTELLIGENT PLAY

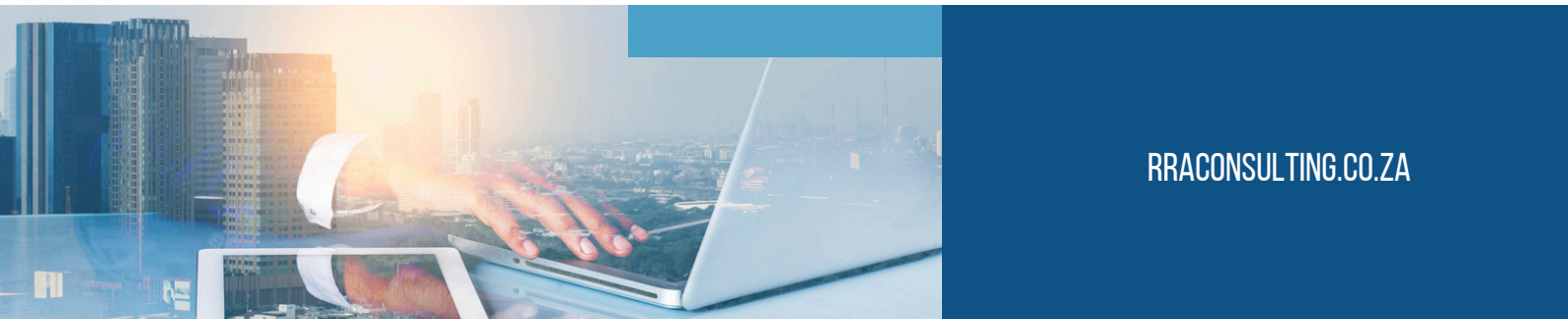
We take our work seriously, but never ourselves. Creative energy, sharp thinking, and the occasional good laugh are part of how we do what we do.

DEEP PARTNERSHIP

We're not parachute consultants. We work alongside you, not above you — with sleeves rolled up and skin in the game.

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ABOUT US

WHO WE ARE

Roopa Ruysenaar and Associates (Pty) Ltd is a South African management consulting and training firm specialising in governance, stakeholder engagement, conflict resolution, organisational development, and strategic alignment. Formed by Satish Roopa and Shaun Ruysenaar in 2016, RRA combines decades of deep experience with fresh innovation to provide customised solutions across both public and private sectors.

Our associates have worked from the boardroom to the shop floor, including engagements with governing bodies, executive teams, frontline supervisors, and community stakeholders. We pride ourselves on our ability to harmonise people, processes, and purpose — and our track record of helping clients solve complex problems with clarity and empathy.

CORE OFFERINGS

We offer a broad range of services because real change doesn't happen in silos. Our breadth of experience allows us to connect the dots — between governance, people, strategy, and systems — to tackle complex challenges holistically and deliver solutions that actually stick.

- **GOVERNANCE AND LEADERSHIP**

We strengthen boards and leadership teams through audits, advisory, policy reviews, and accredited training that drive ethical and effective governance

- **STAKEHOLDER ENGAGEMENT AND ESG**

We help organisations build trust and accountability through stakeholder engagement, ESG integration, sustainability reporting, and digital tools for transparent impact.

- **ORGANISATIONAL DEVELOPMENT & CHANGE**

From strategy to structure, we guide organisations through transformation with practical frameworks, talent tools, and people-driven development interventions.

- **FACILITATION AND STRATEGIC DIALOGUE**

We design and facilitate powerful conversations — from executive strategy sessions to conflict resolution and inclusive dialogue on equity, culture, and transformation.



GOVERNANCE & LEADERSHIP



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We support organisations in building ethical, high-performing governance structures and leadership practices through diagnostics, advisory, and targeted development interventions.

GOVERNANCE AUDITS & BOARD REVIEWS

Independent assessments aligned to the King Codes and other best-practice frameworks, identifying strengths, gaps, and actionable improvements in board performance and compliance all enabled through easily accessible online portals.

BOARD ADVISORY SERVICES & POLICY REVIEWS

Ongoing strategic support including board evaluations, onboarding of new members, role clarification, committee reviews, and governance enhancement strategies. Practical assistance with statutory compliance, reviewing key governance documents and policies to ensure relevance and alignment

CORPORATE GOVERNANCE SHORT COURSES

Accredited and non-accredited programmes designed to equip board members, executives, and governance professionals with practical knowledge of governance codes, ethics, and fiduciary responsibilities.

LEADERSHIP DEVELOPMENT

Tailored leadership journeys, toolkits, and experiential learning interventions designed to grow ethical, agile, and values-driven leadership across all levels of the organisation.

STAKEHOLDER ENGAGEMENT & ESG

We help organisations build credibility and resilience by aligning stakeholder relationships, ESG strategy, and sustainability reporting — underpinned by data and dialogue. Joining forces with Aevo Consulting, we have formed a new vehicle for sustainable excellence: Aevolve.Africa.

- **Stakeholder Mapping and Relationship Diagnostics:** Identifying your key stakeholders, assessing influence and interest, and diagnosing relationship strengths and challenges to inform engagement strategy.
- **CSR and Community Engagement Facilitation:** Design and delivery of meaningful, values-based engagement initiatives that build trust with communities and deliver shared impact.
- **ESG Strategy and Sustainability Reporting:** Integrating ESG principles into business strategy, aligning with global frameworks (e.g. GRI, TCFD, King IV), and supporting clients in crafting compelling sustainability narratives.



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ORGANISATIONAL DEVELOPMENT & CHANGE

Strategy Development and Implementation Support

Support in clarifying vision, defining objectives, and aligning strategic priorities using practical tools like strategy maps and balanced scorecards.

Change Management and Transformation Facilitation

Facilitation of structured change processes that engage stakeholders, address resistance, and ensure effective adoption of new ways of working.

Talent and Competency Mapping

Frameworks and tools to define, assess, and align competencies with organisational needs, including succession planning and leadership pipeline development.

Learning and Development System Support

Advisory on LMS/TMS system setup and alignment, learning strategy development, and mapping training interventions to strategic goals.

Modular Team Energiser Sessions

Short, high-impact workshops designed to improve team alignment, communication, trust, and performance — tailored to your current team dynamics and challenges.

FACILITATION & DIALOGUE

STRATEGY AND PROBLEM-SOLVING SESSIONS

Expert facilitation of strategic planning, scenario analysis, and team-based problem-solving — from Exco to frontline.

EMPLOYMENT EQUITY & SKILLS DEVELOPMENT FACILITATION

Guidance and facilitation to support Employment Equity committees, align transformation goals, and embed inclusive talent development practices.

CONFLICT RESOLUTION AND NEGOTIATION

Practical frameworks and facilitated sessions to address deep-rooted tensions, manage polarities, and restore healthy team dynamics.

DIVERSITY, CULTURE, AND INCLUSION WORKSHOPS

Facilitated dialogues and experiential workshops focused on building cultural intelligence, inclusive leadership, and psychologically safe work environments.



DIGITAL TOOLS AND PORTALS



USING THE RIGHT TOOLS FOR THE JOB

We don't just deliver insight — we build the tools to track, measure, and sustain it. Our proprietary platforms support governance, diagnostics, and behaviour change at scale.

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GOVERNANCE PORTAL

A customisable platform for board performance reviews, compliance diagnostics, and governance benchmarking — aligned with the King Codes and global leading practice.



ASSESSMENT PORTAL

A central hub for culture, leadership, and team diagnostics, housing a library of surveys, pulse checks, and maturity models to guide strategic interventions.



BBM PORTAL

Developed in partnership with the Mutual Risk Group, this shop-floor tool identifies behavioural risks, tracks root causes, and supports safer, more effective operations.



CHANGE MANAGEMENT PORTAL

A digital workspace to support change initiatives — capturing impact assessments, stakeholder inputs, change readiness scores, and progress dashboards to keep transformations on track.

OUR APPROACH



SEASONED PROFESSIONALS DOING THINGS RIGHT

We don't make assumptions.

Our methodology is grounded in participatory facilitation, evidence-based diagnostics, and adaptive planning. We believe that the best solutions emerge through deep listening, stakeholder alignment, and honest engagement with the complexities of each client's context.

Tailored Solutions

No two organisations are alike. Our solutions are never off-the-shelf. Whether through short-term engagements or long-term partnerships, we meet you where you are and co-create interventions that are fit for purpose.

Bridging Strategy and Implementation

RRA is known for translating strategic intent into practical implementation. Our work spans conceptual frameworks (e.g., ESG strategy) to hands-on support (e.g., training materials, SOPs, change workshops).

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OUR FOUNDERS



Satish Roopa – Governance Guru

A seasoned advisor with a long career in the public and development sector, Satish has served as an executive, governance expert, and facilitator for complex institutional change.

Dr Shaun Ruysenaar – Problem-Solving Ninja

Shaun brings academic depth, robust problem-solving and innovation together. Known for building practical tools for change, he leads RRA's digital development, stakeholder systems, and human capital workstreams.



BUILDING ON THE WISDOM OF THE WHOLE

We understand the power of networks and collaboration. Our team includes additional consultants with national and international experience across governance, HRD, ESG, and organisational strategy. We also draw on a wide network of credible associates across Southern Africa.

WHY CHOOSE US

Why Choose Us? If we haven't convinced you already, here's some specific reasons...

- **Client-Centric and Collaborative:** We meet clients where they are — listening deeply, co-creating solutions, and staying engaged until the job is done. We don't impose templates; we build what works for you.
- **Nationally Experienced, Globally Informed:** Our team has worked across sectors and regions — from grassroots NGOs to national universities and complex corporates — combining local insight with global frameworks.
- **Agile, Tech-Enabled, and Impact-Focused:** Whether it's a governance audit, a conflict intervention, or a digital portal, we move fast, think smart, and stay focused on making a measurable difference.
- **Level 2 B-BBEE Contributor:** We are proudly South African and committed to transformation — not just as a compliance requirement, but as a core value that shapes how and with whom we work.
- **A Proven Track Record Across Contexts:** From rural development trusts and municipalities to higher education and heavy industry, our solutions have delivered impact where it counts — in the real world, under real pressure.

OUR EXPERIENCE

We like getting our hands dirty and rarely do we say know to exploring new contexts, new challenges and new relationships. Our experience is therefore quite “colourful”:

Some Selected Projects and Clients

Human Relations and Harmonising Relationships

- UJ Talent Management System (TMS) and Learning Management System (LMS) advisory and rollout planning
- FUNDISA HR Policy audit and development
- IIR Training: Developed and presented training on talent management, conflict resolution, and labour law.
- UNISA: Developed and presented training on talent management
- Nkomazi Local Municipality: Coordinated performance management systems and contracts for senior leadership.
- Qbit: Lead consultant on institutional review project for Ekurhuleni Metropolitan Municipality and facilitated HR training.

Environment, Social and Governance

- Bohwa Bja Rena Governance Review — Board evaluation, stakeholder mapping, and strategic facilitation
- ESG Centre of Excellence (in development) with Da Vinci and Aevolve, including ESG training, reporting systems, and stakeholder advisory Stakeholder Management
- Two Rivers Platinum Mine: Conducted feasibility studies on corporate social investment projects and facilitated wage negotiations.
- African Rail Industry Association (ARIA): Drafted board governance documents and communications policies.

Organisational Development, Change and Tool Development

- Mutual Risk Group BBM Pilot — Behaviour-based task instruction development, readiness assessments, and operator engagement including development of the [BBM Portal](#).
- UJ Graduate School of Architecture – Change management facilitation for structural alignment

THANK YOU



WE ARE READY TO ASSIST YOU

We appreciate the opportunity to share our story — and we'd love to be part of yours.

Whether you're navigating complexity, driving change, or reimagining the future of your organisation, let's explore how we can work together.



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