



WORKPLACE
SOLUTIONS

Company Profile

Empowering People, Transforming Workplaces



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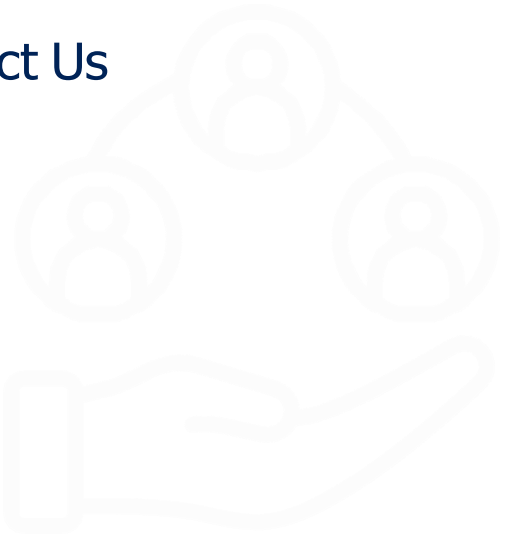


www.work.co.ls



14A Princess Margaret Road, Old
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About Us



Workplace Solutions (Pty) Ltd is a Lesotho-based company, 100% owned by Basotho women. Established in 2012, we specialize in recruitment, temporary employment services, and human resource solutions.

Our mission is to create a harmonious and productive relationship between employers and employees, while ensuring smooth transitions between our clients and candidates.

We are guided by these values:

- ◆ Client-Centric Approach
- ◆ Mindfulness
- ◆ Integrity
- ◆ Honesty
- ◆ Simplicity
- ◆ Youth Empowerment

Workplace Solutions is a member of APSO (African Professional Staffing Organisations) and REC (Recruitment and Employment Confederation). We adhere to international ethical standards, including the ILO Convention C181 of 1997 for Private Employment Agencies.

Vision & Mission

→ Vision

To be the leading human resource and workplace solutions provider in Lesotho and the region—empowering organizations to thrive, people to grow, and workplaces to flourish with fairness, inclusivity, and innovation.

→ Mission

Our mission is to create meaningful, long-term impact by:

- Building harmonious and productive relationships between employers and employees.
- Ensuring fair, transparent, and ethical recruitment and employment practices.
- Supporting organizations with tailored HR solutions that drive performance, engagement, and sustainability.
- Championing youth empowerment by creating pathways to employment and professional growth.
- Promoting safe, inclusive, and respectful workplaces.



Our Core Values

Client-Centric Excellence

We are committed to understanding our clients' unique needs and delivering solutions that ensure long-term organizational success.

Mindfulness

We approach every client and candidate relationship with care, attentiveness, and respect, ensuring balance and fairness in all we do.

Diversity & Inclusion

We embrace differences in culture, background, and thought, creating equitable opportunities for all.

Integrity

We conduct all our business with the highest ethical standards, transparency, and accountability.



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Our Services



Temporary Employment Services (TES)

- Short-term staff placements across all career levels and industries (Accounts, Administration, Marketing, Sales, Technicians, etc.).
- Management of teams or portions of teams.
- Workers remain employees of Workplace Solutions while serving clients.



Recruitment Services

- Headhunting: Targeted search for ideal candidates, including negotiation.
- Resourcing: Candidate solicitation and database searches.
- Advertising: Multi-platform campaigns (newspapers, social media, job boards, LinkedIn).



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Our Services



Psychometric Assessments

- Tools for recruitment, team building, performance management, employee engagement, succession planning, and training.
- Powered by Thomas International™ Assessments.



POSH - Prevention of Sexual Harassment in the Workplace

- Awareness programs and policy support.
- Confidential reporting structures and cultural sensitivity training.



Internship Programme

- Six-month placements for graduates to gain workplace experience.
- Supports companies in talent grooming and corporate social responsibility.
- In-house internship every two years to train graduates in HR.



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Our Services



Empowerment Offerings

- Skills Development
- New Business Support
- Skills Gap Analysis & Training
- Basic Labour Relations
- Conflict Resolution
- Report Writing Skills
- Emotional Intelligence Training
- Personal Mastery
- Effective Business Communication



Human Resource Consulting

- Policy Development
- Employee Engagement Assessments
- Rewards and Compensation Design
- HR Support Services
- Job Evaluations
- Employee Wellness Programs
- Exit Management
- Access to a network of specialist HR consultants



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Clients

We have placed candidates from executive to entry-level in the following sectors and organizations:

➔ Corporate & NGO Clients



Lesotho

Safmarine





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Clients



Government & Development Clients



**Lesotho Highlands
Water Commission**





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Clients



Healthcare & Non-Profit Clients



NATIONAL
AIDS
COMMISSION



Other Sectors

- Construction
- Mining
- Petroleum
- Sports & Recreation





Our Team



Mamolise Phakisi

32 years in HR

Expertise: Organisational recruitment, labour relations, performance management, talent retention, organisational development.

"Employee-to-organisation match is essential for achieving objectives. I am passionate about having the right people in the right jobs."



Mamphonyane Mpitso

21 years in HR

Expertise: Recruitment (construction sector), labour relations, health & safety, training, HR audits, remuneration, work-life balance, performance management.

"I am committed to creating a stable work environment with equal opportunities for growth. Take care of employees, and they will take care of business."



Lerato Sekoati - Kabi

11 years in HR

Expertise: High-volume recruitment, executive placement, psychometric assessments, HR policies.

"A naturally analytic and detail-oriented individual, my aim is to always deliver client-centric services with enduring positive outcomes."



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