



Committed
to
Safety
Excellence



Company Profile 2020

GLOBAL TRAINING DIRECT SERVICES PTY LTD

A multifaceted service provider covering the direct needs of our clients with our primary focus being that of enhancing the development of their business and their greatest assets, their employees.



GLOBAL TRAINING DIRECT SERVICES PTY LTD
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Company Profile 2020

GLOBAL TRAINING DIRECT SERVICES PTY LTD

GTDS commenced operations and was incorporated in South Africa on the 27th June 2014. To capitalize on identified opportunities GTDS expanded our services into Zambia on the 20th August 2014 and then established in Botswana as of April 2017.

The foundation of our service provisions are structured to provide a multifaceted, diverse and flexible scope of services which provides our clients with specific assistance or allows our client to undertake the full comprehensive scope of services to enhance the development of their business and their greatest assets, their employees.

Service Provisions in:

- Structured Solutions for Change Management, Business Development & Growth
- Training & Development
- Auditing and Turnkey Consultancy for establishment, documentation, implementation, certification, maintenance and improvement of systems pertaining to:
 - Change Management
 - Risk Management
 - OHS Management
 - Quality Management
 - Environmental Management
 - Human Resource Management

GTDS service scope and skills set of our team members allows for us to tailor our services for each client enabling us to provide a service to the highest international standards to a diverse range of clientele.

GTDS now after operating in Botswana for over 3yrs has the ability and scope to assist Drilling Company's throughout Botswana in the following outlined scope of services which have been designed to specifically meet the current needs of the Botswana Drilling Industry.

Guidance, Leadership & Support

These are the key founding principles to which GTDS services were established and to which the company commits to providing our clientele, ensuring that our clients attain direct and personalized attention to whichever service they undertake.

Our focus on our clients is to ensure that all clients become Life Time Valued customers.

Mission Statement

To develop Botswana to provide an avenue which can support the growth & demand requirements within the Botswana Mining & Drilling Industry.

Our Vision

- To support our Mission Statement – GTDS is to establish the African Mining Drilling Institute (AMDI) in Botswana;
- To have GTDS & AMDI recognized throughout Africa as leaders in our field of expertise to which all persons requiring training will attend training at the AMDI in Botswana;
- To work with and assist relevant Botswana Authorities / Bodies in establishing Mining & Drilling Standards for Botswana;
- To not only enhance and develop skills of existing personnel within the Botswana Mining & Drilling Industry, but also provide an avenue for non-experienced Botswana to have an opportunity to enter into the industries;
- To establish an international recognized culture of excellence from students completing the training with GTDS & AMDI;
- To provide our services throughout Africa using Botswana as the foundation of our services via the AMDI.

Our Goals

- To have a healthy, successful company that is a leader in customer service and that has a loyal customer following.
- To become a leader in the market to which we operate;
- All service provisions of GTDS not only supported by formal certification and accreditations but also by our clients;
- Attain a preferred supplier status with all clientele supporting a relationship which benefits all parties on a long term basis;
- The service provisions of GTDS are recognised and respected on an international basis;

Our Values

- Safety is always the Priority
- Culture of Excellence and Continual Improvement
- Integrity, Respect & Responsible Behaviour
- Client Commitment & Partnership
- Fulfilment & Advancement of our People

Objectives

There are 4 main initial objectives:

Overall GTDS primary objective is to provide an avenue to support the demand requirements in the Botswana Drilling Industry via provision of structured and proven development programs to address but not be limited to:

- i. Provide an avenue for Botswana from local communities and townships and for non-experienced persons to enter the Drilling Industry at a base level - Lv1 Utility Worker;
- ii. Provide an avenue to cross skill production drill operators to become exploration drill operators;
- iii. Provide experienced Trainers and Mentors to assist existing Drill Rig Operators on the job;
- iv. Provide formal certification in Drilling & Mining in alignment with Australian Standards & Qualifications framework;

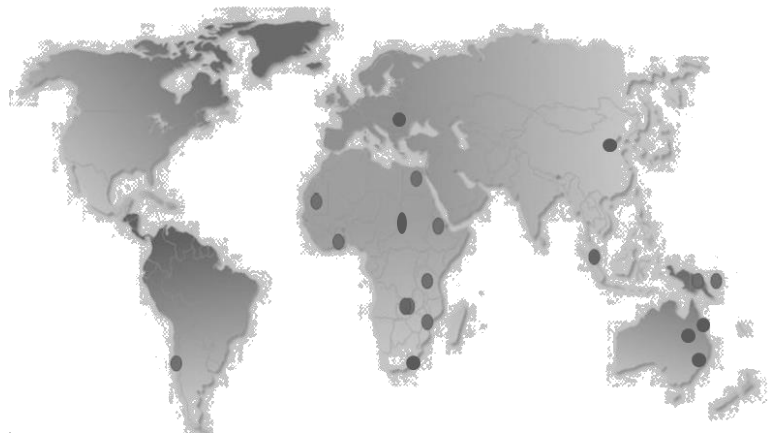
Operational Locations

The services of GTDS are promoted and provided internationally specialising in the Drilling and Mining industry. The scope of GTDS's services and the experience of our personnel within the company also allow for alternate industries to be assisted by the services of GTDS. These additional industries are but not limited to:

- Transport
- Construction
- Government
- Agriculture
- Rail
- Manufacturing

Scope of Services have been provided in:

- Australia
- Botswana
- Chile
- China
- Egypt
- Ethiopia
- Ghana
- Mauritania
- Mozambique
- PNG
- Serbia
- Solomon Islands
- South Africa
- Tanzania
- Zambia



Current GTDS Footprint:

- Botswana - Gaborone / Jwaneng
- Zambia - Lusaka
- DRC - Lubumbashi
- South Africa - Plettenburg Bay
- Australia - Townsville

Operational Divisions

TRAINING & DEVELOPMENT

- Drilling & Mining
- Management & Leadership
- Quality Management & Auditing
- Risk & Hazard Management
- Safety Management
- Health & Hygiene
- Driver Training

CONSULTANCY

- Change Management
- Project Management
- Quality Management
- OHS/Risk Management
- ISO Audit & Certification
- Integrated Management Systems
- Legislative Compliance

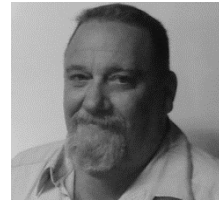
BUSINESS DEVELOPMENT

- Workplace Culture
- Compliance
- Work Processes, Production
- Management Performance
- Workplace Performance
- Identify Change Management Requirements
- Implementation of Change Management Strategies
- Continuous Improvement Strategies
- Review & Follow Up Protocols

Key Personnel Profiles

WAYNE HEALY – Managing Director

Wayne is an industry professional consultant, with an exceptional record of achievement in the development and change management of on the ground safe work practices, operational management systems and more importantly work cultures of drilling companies not only throughout Australia but predominately internationally. Wayne's experience extends to over 24 years in his fields of expertise, with the past 15 years holding Senior Management positions, 9 years internationally.



DAVID OLOYOTT – Operations Advisor

A third generation driller, David discovered his passion early in life. He went through the Geosearch Drilling School in Tanzania, where he gained a solid foundation in both Core and Percussion drilling. David has been managing multiple drilling programs in various countries in Africa, consistently delivering ahead of schedule and under budget. His portfolio covers Wireline Core drilling, Reverse Circulation drilling, Geotechnical drilling, as well as designing drilling fluid systems for challenging drill conditions. He is continually striving towards improvement of himself and his team.



PATRICK VURAYAI – Senior Training Coordinator

Patrick started his drilling career in Zimbabwe in 1990, working as an assistant on the rigs. From that point he has developed into a leading drill operator in the industry, proficient in core drilling, mud rotary and SPT sampling. Having passed his NEC in core drilling in 1996, he has worked in several African countries ranging from Tanzania, DRC, Sierra Leone, Botswana and Malawi. Having gained on the job experience with various drilling fluid systems, he has ensured highly efficient drilling rates and recovery.



GOABAONE SELOTATE – SHEQ & Compliance Officer

Goabaone has been with GTDS for just over 3 years predominately undertaking the roles of SHE Officer and for the past 2 years adding the responsibilities of Compliance and quality Management. Goabaone is current completing her Degree in OHS.



ALI KEREKANG – IT & Communications

Ali is a certified Industry 4.0 Expert with strong knowledge of ICT's and experience with the Public Service. He has contributed to the success of the organization by implementing IT systems such GTDS website & database systems and by providing IT skills training and technical support and expert advice on all IT related issues.





BUSINESS DEVELOPMENT

To provide effective and constructive feedback to clients in relation to their current level of operational performance, compliance and workplace culture. This service covers the following key components:

- Workplace Culture
- Compliance (company, workplace and legislative requirements)
- Work Processes, Production
- Management Performance
- Workplace Performance
- Identify Change Management Requirements
- Implementation of Change Management Strategies
- Continuous Improvement Strategies
- Review & Follow Up Protocols



CONSULTANCY

Change Management

Assist organisations in identifying and implementing Change Management strategies which will enhance growth and operational capacity of the organisation and development of the people within the organisation via:

- Company based assessment and analysis
- Workplace Culture based assessment and analysis
- Operational based assessment and analysis
- Personnel based assessment and analysis
- Compliance Auditing & Review,
- Skills Gaps Analysis & Employee Development Strategy

Risk Management

Review and identify risks/hazards associated within the working environment providing solutions for effective control measures to enhance a safe working environment for all persons involved in the workplace by undertaking but not limited to the following:

- Compliance Audits
- Baseline Risk Assessments
- Safe Work Procedures
- Management Plans

Project Management

Provide support and direction in relation to an identified project or projects, which can be provided in an advisory capacity or directly involved in the management of the project.

Quality Management

To assist business operational functions to comply in alignment with ISO9000 standards and protocols. Develop & implement QA based management system either directly or in an advisory capacity providing guidance on internal development.

ISO / OSHAS Audit & Certification

Service is designed for small to medium size operations, to have a compliant Integrated Management System in place which will enhance their operational capabilities and support an outcome in achieving the following International Standards and formal certifications:

- ISO9001-2015 Quality Management
- ISO14001-2015 Environmental Management
- ISO45001-2018 Occ. Health & Safety Management



TRAINING & DEVELOPMENT

GTDS believes in results driven training, achieving visible outcomes through practical and proven methods. Our history of working in diverse and challenging environments means we recognize the need to tailor programs and delivery methods to individual audience requirements. Our team has been developed with this in mind, providing a broad range of experience and knowledge.

Accreditation Scope covers:

- Business, Commerce & Management Studies
- Generic Skills
- Health & Social Services
- Humanities & Social Sciences
- Information & Communication Technologies
- Manufacturing, Engineering & Technology
- Mining
- Services



New Training & Development Initiatives

PRE-EMPLOYMENT DEVELOPMENT PROGRAM

The program is designed to develop an avenue which supports an individual's confidence, awareness and ability to enter the workplace with a basic work culture supported by basic skills orientation and safe working principles associated with any industry.

By completing the Pre-Employment Development Program, you will be able to achieve an understanding of effective communication in the workplace, ability to identify hazards/risks in the workplace and the ability to understand the importance of being an effective member of a team. The program will also identify an individual's suitability to undertake further potential industry specific based training programs.

PRE-INDUSTRY DEVELOPMENT PROGRAM - DRILLING

The program is designed to introduce individuals into the Drilling Industry and provide a basic skill level to which will allow the individual to commence in a base level Driller Assistant position completing training and competency assessment in the essential task associated with the role.

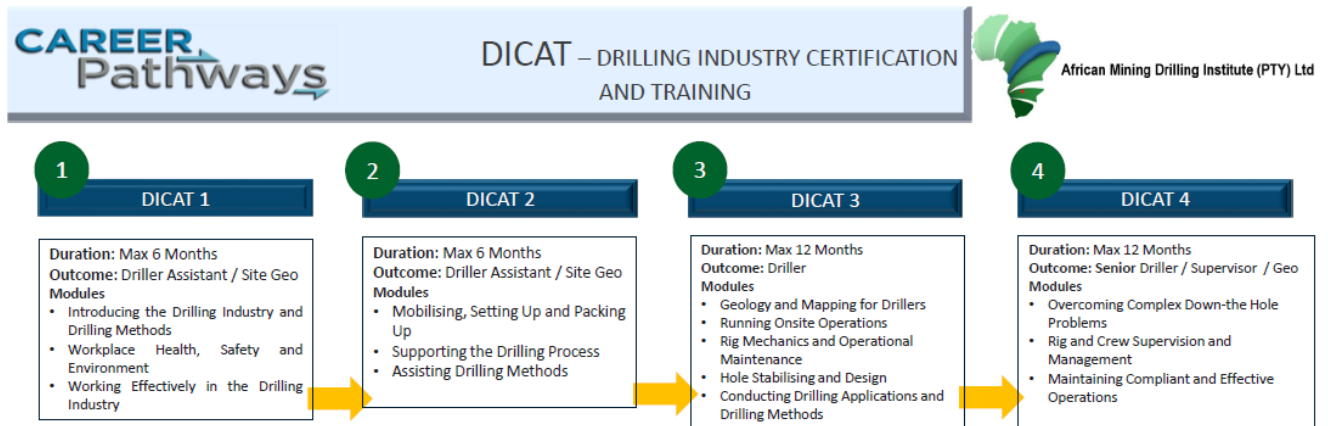
By completing the Pre-Industry Development Program, you not only provide an avenue to be able to enter into the drilling industry, you can develop your knowledge and skills to achieve DICAT Certificate 1 & Certificate II Drilling Industry Certification.



DICAT PROGRAM (ADIA)

GTDS with a direct working relationship with the Australian Drilling Industry Association (ADIA) to provide the DICAT Drilling Certification Program to provide formal drilling certification and provide an avenue to which drilling standards in Botswana can be established. It is planned in 2020 to extend this initiative and program to the neighbouring countries of South Africa, Zambia, Zimbabwe and DRC.

The program provides an avenue for entry level personnel to access the drilling industry to progress from Driller Assist to Senior Driller/Supervisor over a 3-4 year period. The DICAT program is also being implemented in to establish once and for all that Drilling is a trade and is being the delivery of the program will be structured and registered to be delivered as a National Craft Certification in Botswana.



AFRICAN MINING DRILLING INSTITUTE (AMDI)

To further demonstrate GTDS commitment and direction to support the Mining & Drilling industry not only in Botswana but Africa in general, we have established the African Mining Drilling Institute which will be based in Botswana however, have the capacity to support Africa in general with our support and services. To support this service GTDS has also the capacity to provide accommodation for students which reside outside of the institutes location and/or outside of Botswana.



African Mining Drilling Institute (PTY) Ltd

Currently the service scope focuses primarily on the Drilling & Mining Industry and it is planned by mid/late 2020 that the service scope will increase to include but not be limited to Artisan, Management & Hospitality.



DRILLING CERTIFICATION – RPL

With a long standing working relationship with Australasian Drilling Institute (Australia), GTDS is also now offering services and support in the facilitation of the following formal Drilling Certification via Recognition of Prior Learning (RPL):

- Certificate III in Drilling Operations
- Certificate IV in Drilling Operations
- Diploma of Drilling Operations
- Advanced Diploma of Drilling Management

Available Training Courses & Programs

Specialised Development Training Programs

- ☐ Management Development Program – (supports Diploma of Management)
- ☐ Operate & Maintain 4WD Vehicle
- ☐ Drive & Recover 4wd Vehicle (includes defensive driving)

Management Development - Support Training Programs

- ☐ Time Management
- ☐ Delegation – Art of Delegating Effectively
- ☐ Leadership – Becoming Leadership Material
- ☐ Performance Management - Managing Employee Performance
- ☐ Problem Solving & Decision Making
- ☐ Supervisor Training – ABC's of Supervising Others
- ☐ Building Better Teams
- ☐ Project Management Training – Understanding Project Management
- ☐ Change & How to Deal with It
- ☐ The Professional Supervisor
- ☐ HR for Non HR Managers
- ☐ Motivation
- ☐ Communication Strategies
- ☐ Conflict Resolution – Dealing with Difficult People
- ☐ Conduct Effective Performance Appraisals
- ☐ Train the Trainer

Workplace Health & Safety

- ☐ Safety Representative Course
- ☐ WHS for Managers & Supervisors
- ☐ Drill Site Safety & Risk Management
- ☐ Communicate Information
- ☐ Apply Risk Management Process First Aid
- ☐ Fire Prevention
- ☐ Apply Risk Management Processes
- ☐ Conduct Safety & Health Investigation
- ☐ Communicate Information



For further information and/or queries please do not hesitate to contact:

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