



Tshidi Tlale-Malao

COACH PROFILE

SHORT BIOGRAPHY

Tshidi is one of the Executive Directors and Shareholders of ONTCO (Pty) Ltd. She is an experienced Life, Leadership and Executive Coach with over 11 years coaching experience. She is also a Professional Speaker, Facilitator and Consultant on: Diversity & Inclusion, Change Management, Organisational Culture, Building Relationship, and Social Change & Participation. Tshidi has been an Entrepreneur in Coaching and Management Consulting for over 22 years. She is passionate about assisting organisations and individual thrive to the best of their capabilities in order to grow and be sustainable. She also enjoys assisting people make shifts / changes in different areas of their lives to ways of being that serve them and help them thrive.

Tshidi is a practicing coach and member Coaches and Mentors South Africa (COMENSA) and is currently working towards her ICF- ACC accreditation. She has completed 1670 hours as at end August 2021.

Tshidi gives back to society by offering pro bono services in her areas of expertise to different communities, churches, and NGOs such as Hope World Wide. Her interests are being involved in her church, taking walks, road trips locally, travelling abroad, reading, watching movies / cinema, and wining & dining.

PROFESSIONAL EXPERIENCE

Prior to becoming an Entrepreneur, Tshidi occupied various positions, including executive and senior management positions, in different organisations which include Blue-chip Companies, Parastatals, Municipalities, Government departments, Churches, NGOs and NPOs. Tshidi can interact and work productively with people at different levels in organisations to achieve desired results.

Tshidi has coached at different levels in organisations, including leadership and executive levels. She has also coached teams.

- Executive Director: ONTCO (Pty) Ltd – From 2019 to Date
- Managing Director: TTM Consulting (Pty) Ltd – From 2012 to Date
- OD Director: Optimum Learning Technologies – 2007 to 2011
- Human Resources Executive: Legal Aid, SA – 2003 to 2006
- Managing Director: TrainingWorks, Resolve Group – 1999 to 2002
- Human Resources Manager: SAPO – 1996 - 1998
- Manager Personnel Development: First National Bank – 1992 to 1995
- Task Force on Women Consultant: Bank of Montreal, Toronto, Canada - 1991



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QUALIFICATIONS

Tshidi has completed the 18-month Ontological Certified Ontological Coaching and Leadership Programme through Ontological Coaching Institute. She holds a Management Development Programme Certificate (GIBS); Bachelor of Commerce (UNISA); and a Postgraduate Degree in Senior Management Development (University of Potchefstroom). To sharpen her entrepreneurial skills, Tshidi also completed the 10, 000 Women Certificate Program for Women Entrepreneurs (Goldman-Sachs & GIBS).

- Certified Ontological Coaching & Leadership Programme (Ontological Coaching Institute), 2018 - 2021
- 10, 000 Women Certificate Program for Women Entrepreneurs (Goldman-Sachs & GIBS) - 2016
- Program for Management Development (GIBS & University of Pretoria) - 2004
- Post-Graduate: Senior Management Development Program (University of Potchefstroom) - 1992
- Bachelor of Commerce (University of South Africa) - 1991
- Bankers Licentiate Dip 1 (South African Institute of Bankers) - 1990

TRAINING

- Ontological Coaching in Action Workshop: Newfield Institute - 2018
- Peacemaking Circles Training: Dr Evelyn Zellerer - 2015
- Narrative Therapy, and Collaboration Coaching Training: University of Pretoria – 2015
- Change Management Programme: Prosci – 2012
- Introduction to Coaching & GROW Approach: Coaching Centre – 2008
- Culture Transformation Tools I & II: Barrett Values Centre, US – 2006
- Coaching for Results: Olga Coetzee, Industrial Psychologist & Executive Coach - 2014
- Insights Practitioner: Connemara – 2010
- Understanding ISMs and Developing Good Practice: CARAS & OSDC, UK – 1995



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