

TRANSFORMATION IN PROGRESS

CESA Infrastructure Indaba

29 September 2021

Presented by: Ms Lebo Leshabane



CREATING THE FUTURE OF LIFE

iX ENGINEERS MARKET SECTORS



**WATER AND
SANITATION**



TRANSPORT



SMART CITIES



ENERGY



MINING



DIGITAL

CREATING THE FUTURE OF LIFE

THE EVOLUTION OF iX ENGINEERS

▼ V3 – 1940 – 2001

▼ KV3 – 2001 – 2011



▼ Worley Parsons – 2011 – 2016



WorleyParsons
resources & energy

▼ Black Jills Engineers Consulting 2007 -2016



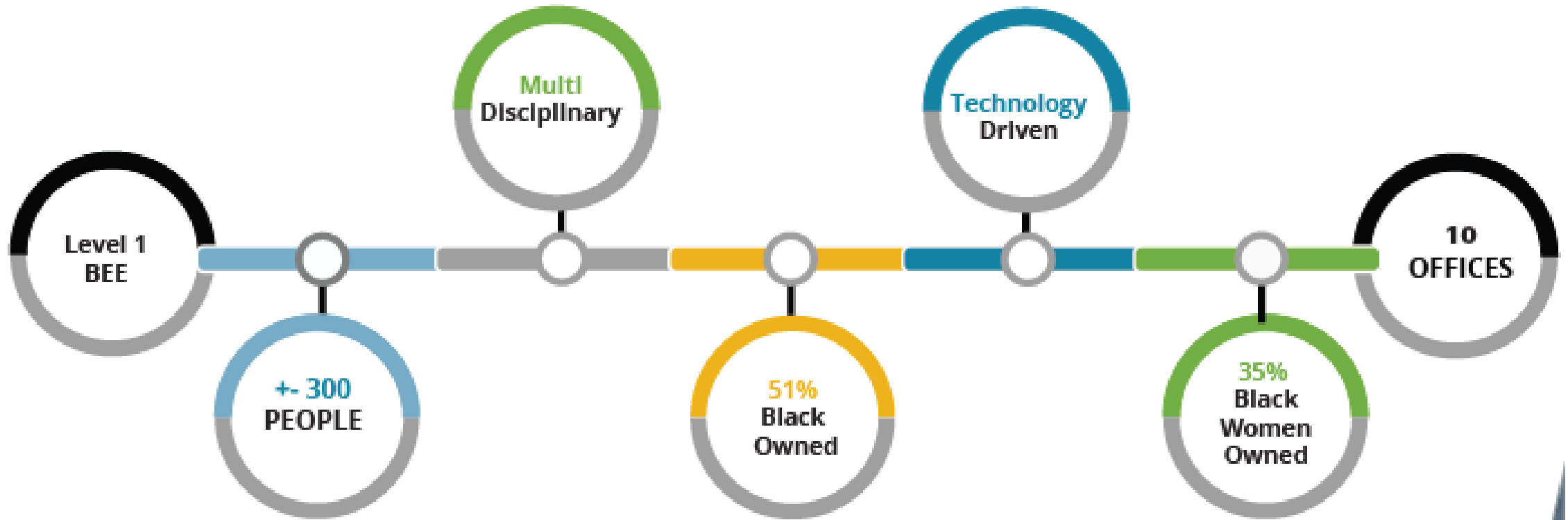
▼ iX engineers – 2016 – Present



CREATING THE FUTURE OF LIFE



OVERVIEW OF iX ENGINEERS



CREATING THE FUTURE OF LIFE

OWNERSHIP & MANAGEMENT

Black Ownership – 51.04%

Black Women Ownership – 38.27%

EXECUTIVE TEAM

20 years ago



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EXECUTIVE TEAM 2021



Chief Executive Officer:
Ms. Lebo Leshabane



Project Packaging Exec:
Mr. Hans Karemaker



North Regional Exec: Mr.
Jannie vd Mescht



Director: Mr. Adrian
Coetzee



Sales Executive:
Mr. Ndinde Mashegana



Act HR Executive:
Ms. Patience Motlaleng



Act Chief Financial Officer:
Mr. Francois Kellerman



Legal Exec & Company Secre
Mr. Bonngwe Mosia

THE FU

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CULTURE

Anchored by our values:



CREATING THE FUTURE OF LIFE

CULTURE

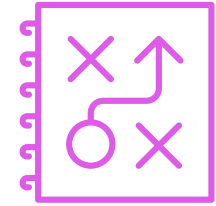
Creating an organizational culture that is flexible, with emphasis on collaboration and co-creating.

A Culture that encourages innovation, playfulness and at the same time delivering consistent customer focused results

A culture that differentiates iX solutions and teams from the competition

A culture that gives the employees an opportunity to have an input on the type of work environment they want to create.

For transformation to be successful, the advocated values and behaviors must become prevalent throughout the organization



BURSARIES AND MENTORSHIP

- Assist tertiary students with Bursaries annually
- Provide internship and mentorship to about 15 graduates per annum
- Have a formalized inhouse mentorship programme



SUPPLIER DEVELOPMENT

We proudly partnered with the following suppliers:

Information Decision Systems

Internship program for unemployed graduates

mPro Group Building Projects

Entering into commercial market: Autocad drawing practice and CPD course

Kimopax

Project management training, construction and supervision, tender document completion

ECE Consulting

Project management software and training

Legacy Environmental Management Consulting

Laptop and EAPASA registration

Frontline Occupational Safety

Sale of Business & E-mail exchange

GIVING BACK

01

School shoes
and school
bags donation

02

Children's
homes

03

Grocery fund
for Covid
victims

04

Facilities for
township
entrepreneurs

KEY LEARNINGS



Transformation is continuous, a moving target



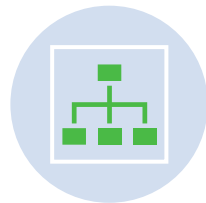
Be intentional



Remain focused despite setbacks



Take time - requires patience



The plan does not always work – need to be agile



Culture cultivation to be consistent

THANK YOU!

CREATING THE *FUTURE OF LIFE*

iXengineers
Infrastructure Excellence