

Black hat.

RESEARCH & WRITING SERVICES

CEO: Mr Olwam Mnqwazi

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CELEBRATING
10
YEARS
AND COUNTING

REG NO.: 2016/439682/07
CSD REG: MAAA0744699

Creating a CommUniversity of Leadership Excellence.

Black Hat is a CommUniversity of Leadership Excellence focusing on Skills Development, Research & Writing Support, as well as Stakeholder & Social Impact Advisory.



INTRODUCTION

As part of our vision of creating a CommUniversity of Leadership Excellence, Black Hat positions research, documentation, and knowledge production as foundational pillars of leadership development. We understand that leadership is not only expressed in action, but also in how knowledge is captured, interpreted, and shared within communities and institutions.

Our Research & Writing Services are designed to support this vision by ensuring that every engagement, whether a community dialogue, conference, research project, or stakeholder process, produces structured, credible, and usable knowledge. We operate at the intersection of fieldwork, analysis, and communication, enabling organisations to move from fragmented information to coherent insight and informed decision-making.

Our offering includes data collection, data capturing, professional report writing, transcriptions and translations, as well as conference scribes, note-taking, and human support services such as ushers. These services are delivered by teams that understand both the technical rigour required and the social contexts in which knowledge is produced.

Within the CommUniversity framework, this work contributes to building a living archive of practice where experiences, engagements, and ideas are not lost but refined into learning, strategy, and leadership intelligence.

At Black Hat, research and writing are not administrative functions. They are instruments for cultivating leadership, strengthening institutions, and advancing socially grounded knowledge systems.



SERVICES



These services collectively position Black Hat as a knowledge partner, ensuring that every engagement, dataset, and discussion is transformed into structured insight, institutional memory, and strategic intelligence

1. Data Collection

We design and execute structured data collection processes across qualitative and quantitative methods. This includes fieldwork, surveys, interviews, and stakeholder engagements, ensuring accurate, relevant, and context-sensitive data for research, policy, and programme development.

2. Report Writing

We produce high-quality, professional reports that translate complex data and engagements into clear, structured, and actionable insights. Our reports are tailored for diverse audiences, including corporate, government, academic, and community stakeholders.

3. Data Capturing

We provide reliable and efficient data capturing services, converting raw field data, survey results, and documentation into organised digital formats. This ensures data integrity, accessibility, and readiness for analysis and reporting.

4. Transcriptions & Translations

We offer precise transcription of audio and video recordings, alongside translation services across languages. This ensures that knowledge generated in engagements is accurately documented and accessible across linguistic and cultural contexts.

5. Conference Scribes and Note Taking

Our trained scribes and note-takers capture real-time discussions, key insights, and outcomes from conferences, workshops, and stakeholder engagements. We ensure that deliberations are transformed into structured records that inform reporting, strategy, and follow-up actions.

6. Ushers and Human Support

We deploy professional ushers and support personnel to manage event flow, participant coordination, and on-site logistics. This ensures seamless execution of engagements while enabling facilitators and stakeholders to focus on content and outcomes.

SERVICES



7. Research Design & Methodology Development

Support in designing research frameworks, tools, and methodologies aligned to project objectives and stakeholder needs.

8. Monitoring, Evaluation & Learning (MEL) Support

Development of indicators, data tracking systems, and evaluation reports to assess programme performance and impact.

9. Policy Briefs & Knowledge Products

Development of concise policy briefs, executive summaries, and thought leadership outputs for decision-makers.

10. Content Editing & Language Quality Assurance

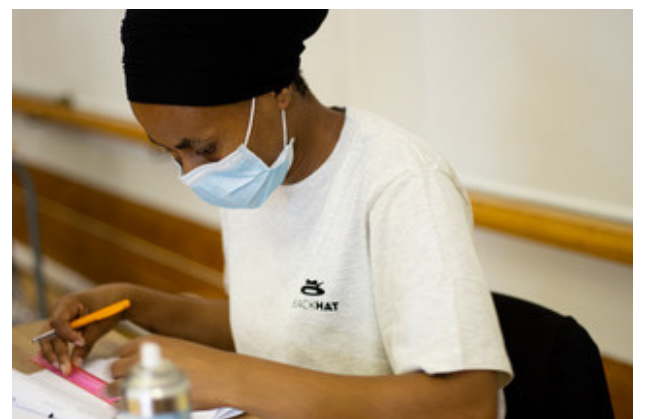
Professional editing, proofreading, and language refinement to ensure clarity, consistency, and publication readiness.

11. Knowledge Management Systems

Design and support for systems that store, organise, and retrieve organisational knowledge and documentation.

12. Impact Reporting & ESG Documentation

Preparation of sustainability, ESG, and impact reports aligned with frameworks such as GRI and integrated reporting standards.



PREVIOUS PROJECTS

Previously we have worked with a number of organizations and institutions, the following are some but not all of our previously completed projects:

Maritime Business Chamber (MBC)

- Strategic Vision Review
- Report Writing

Volkswagon SA (VWSA)

- High-level Strategic Workshop scribe work
- Report Writing

Eastern Cape Sports

- Annual Conference scribe work

Nelson Mandela University, Missionvale Campus

- Vision 2020 Strategy Review
- Safety and Security on and Off Campus

EU-SA Dialogues: SHUKUMA MZANSI III

- Conference Scribe Work

Mandela Bay Development Agency

- NMB Post Covid-19 Development Advisory Position

Overall Events

- Scribe Work
- Crisis Communication

Bophilo-Impilo Development Centre

- KWF Community Development Trustee Elections
- Molteno & Sterkstroom Community Development Trust

ETDP SETA Research Chair, NMU

- Youth Employment and Employability Research FieldWork
- Data Capturing

Port Elizabeth College (PEC), Nelson Mandela Bay

- SRC Constitution Reviews
- Student Support Services
- SRC Elections

Eastcape Midlands College

- SRC Constitution Review
- SRC Elections

Book Publications

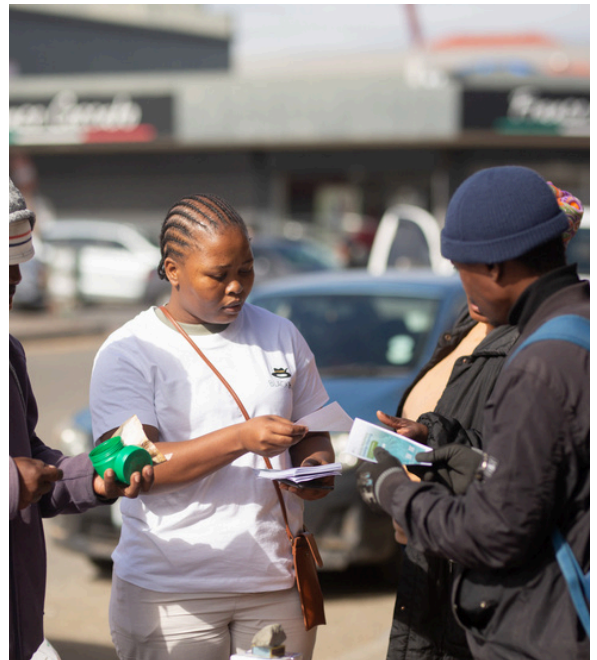
- I am Still Me by Nozibele Qamngana Mayaba
- Writing the Way by Olwam Mngwazi
- Leadership by Olwam Mngwazi
- Mandela Bay Fashion Week publication

Leadership Seminars

- The Burden of Leadership

Masters and PhD Research Data Collections

- Data Collection support, Respondents Sourcing



PUBLICATIONS

Writing the Way: Lessons & Conversations I wish to have with you - Olwam Mngwazi

Writing the Way is a compilation of short articles written to inspire people to think differently about their circumstances as they pursue personal success. The book focuses on the human internal complexities in relation to social dynamics. It is a critique on society as we know it, and it also introduces some philosophical discussions and suggests new ways of approaching life. This is a short book and it is meant to be read on the move as we do our daily tasks.

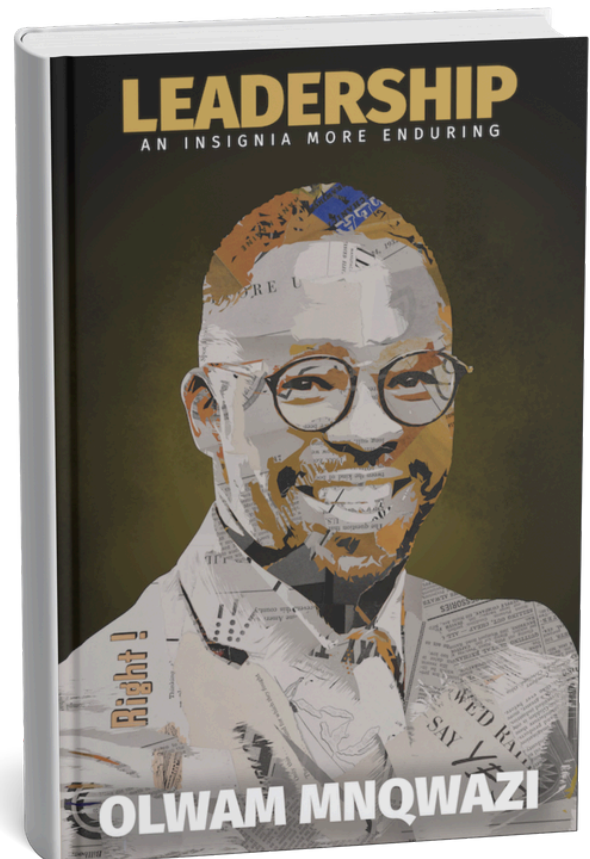
PRICE: R120



Leadership: An insignia more enduring

Olwam Mngwazi investigates the notion that leadership is a shared responsibility by every individual in the society that they live and work in. Aimed to be part of our everyday conversations around 'leading', not only in positions we hold but also the paths we choose for our lives. By sharing personal experiences, Olwam expands on this notion by examining some key leadership imperatives to initiate this conversation.

PRICE: R250



PREVIOUS CLIENTS





ABOUT THE FOUNDER

Olwam Mnqwazi is a visionary author, scholar-practitioner and the founder of Black Hat Leadership Academy, a pioneering institution dedicated to redefining leadership through Afrocentric principles and Ubuntu philosophy. He holds a Bachelor of Arts majoring in Industrial & Organisational Psychology and Public Administration), as well as a BA Honours in Development Studies from the Nelson Mandela University. Olwam is currently doing an MA in Conflict Transformation & Management from Nelson Mandela University, where his groundbreaking research on indigenous amaXhosa leadership practices—emphasizing the building blocks to conflict resolution. Mnqwazi has been published in *Transformative Leadership in African Contexts* (HSRC Press, 2024). His work challenges Western-centric models, advocating instead for decolonial frameworks rooted in African epistemologies.

As the architect of the “CommUniversity” model, Mnqwazi bridges academic rigor with community-driven learning, offering workshops, corporate training, and conflict resolution strategies that empower SMMEs, youth, and marginalized groups. Recognized among Avance Media’s 100 Most Influential Young South Africans and the Mail & Guardian Top 200 Young Leaders, he leverages storytelling, folktales, and autoethnography to democratize leadership education. Mnqwazi’s vision extends globally: through strategic partnerships, policy advocacy, and hybrid programs, he aims to scale Black Hat into a multinational force, fostering ethical, adaptive leaders who harmonize tradition with innovation. A firm believer that “leadership is cultivated through community, not hierarchy,” he champions inclusive, culturally resonant solutions to 21st-century challenges, positioning African wisdom as vital to global progress.

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