



STAKEHOLDER & SOCIAL IMPACT ADVISORY

CEO: Mr Olwam Mnqwazi

olwam@blackhatgroup.co.za | www.blackhatgroup.co.za | 064 009 9088

211 Walmer Boulevard, South End, Port Elizabeth, 6001



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Stakeholder Engagement & Social Impact Advisory

ESG & Sustainability Consulting
Corporate Governance & Public Affairs
Development Facilitation & Social Research
Public Participation & Community Engagement
Impact Measurement & Reporting

Impact Oil & Gas Voluntary Knowledge Sharing in
Coffee Bay, Eastern Cape.



INTRODUCTION

Black Hat's Stakeholder & Social Impact Advisory is an integrated practice designed to support organisations operating within complex social, governance, and development environments. As expectations around transparency, accountability, and sustainability continue to evolve, organisations are increasingly required to engage stakeholders meaningfully, demonstrate measurable impact, and align with emerging ESG and governance standards.

Positioned at the intersection of stakeholder engagement, ESG and sustainability advisory, corporate governance, and development facilitation, this division enables organisations to move beyond compliance toward strategic impact. We work with corporates, public institutions, and development partners to design and facilitate processes that strengthen institutional credibility, secure social licence to operate, and build resilient relationships with communities and key stakeholders.

Our approach is grounded in a multi-stakeholder philosophy, informed by both global frameworks and indigenous knowledge systems. Drawing on South Africa's context, where principles such as Ubuntu emphasise relational accountability, we support organisations in understanding not only their performance but also their broader impact on society, the economy, and the environment.

Through a combination of advisory, facilitation, and programme delivery, the Stakeholder & Social Impact Advisory provides practical, structured, and context-sensitive solutions. These range from governance support and stakeholder engagement processes to conflict transformation and impact-oriented knowledge platforms.

Ultimately, the division exists to help organisations answer a critical question:

How do we operate responsibly, remain credible, and create meaningful impact in the communities and systems we are part of?

SERVICE STRUCTURE

Strategic Framing Statement

Black Hat's Stakeholder & Social Impact Advisory operates at the intersection of stakeholder engagement, ESG advisory, corporate governance, and development facilitation. We support organisations to navigate complex social environments, strengthen accountability, and deliver measurable impact through structured, inclusive, and strategically aligned processes.

1. Stakeholder Engagement & Public Participation

(Core Field: Stakeholder Engagement & Social Impact Advisory | Public Participation & Community Engagement)

- Community Engagements
- Grassroots Knowledge Sharing
- Voter Education
- Multi-stakeholder Dialogue Facilitation

Design and manage inclusive engagement processes that secure social licence to operate, strengthen legitimacy, and ensure meaningful participation across diverse stakeholder groups.

2. ESG & Sustainability Advisory

(Core Field: ESG & Sustainability Consulting | Impact Measurement & Reporting)

- ESG-Aligned Stakeholder Engagement Strategies
- Sustainability & Impact Awareness Workshops
- Support for Impact Identification and Materiality Discussions
- Alignment of community processes with sustainability reporting requirements (e.g., impact materiality)

Support organisations to align their operations and stakeholder engagements with evolving ESG and sustainability reporting expectations, ensuring relevance in compliance-driven and impact-focused markets.

3. Corporate Governance & Public Affairs

(Core Field: Corporate Governance & Public Affairs)

- Strategic Planning Sessions
- Annual General Meeting (AGM) Facilitation & Governance Support
- Independent Elections Management (xHat)

Strengthen institutional governance, transparency, and accountability through structured processes that enhance organisational credibility and stakeholder confidence.



SERVICE STRUCTURE

4. Conflict Transformation & Development Facilitation

(Core Field: Development Facilitation & Social Research)

- Conflict Resolution & Transformation
- Facilitation of Development-Related Stakeholder Processes
- Community-Based Dialogue in Contested Environments

Enable constructive engagement in complex and high-stakes environments by applying both indigenous and contemporary conflict transformation methodologies.

5. Programme Delivery, Research & Knowledge Facilitation

(Cross-cutting across all fields)

- Workshop Design and Facilitation
- Conference Management and Technical Support
- Event Reporting, Scribing, and Knowledge Capture

Deliver high-quality convenings and knowledge platforms that translate stakeholder inputs into actionable insights, reports, and strategic direction.



Black Hat staff are doing data capturing after fieldwork for a Research Chair at Nelson Mandela University.



Black Hat ballot paper for elections at PE College.

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.

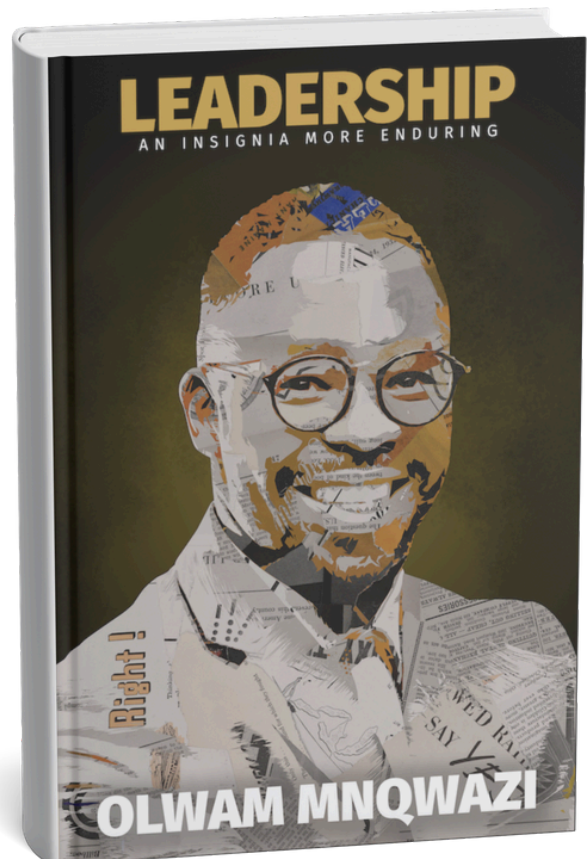
PRICE: R120



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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Contact Us:

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Blackhat.

