



Gaborone International Finance Park, Plot 143, Unit 4
(+267) 3931709 (fax)3931706

Joint Minds Consult

A dynamic consultancy firm specialising in research, education and training

www.jointmindsconsult.com

Mission Statement

To empower people and organisations through innovative research, education, training and development using technology-driven consultancy to build skills, drive growth and deliver performance excellence with integrity and continuous learning.

Joint Minds Consult (JMC) is a Botswana-based research and training institute with four core pillars: applied research, training and development, knowledge development and management, and postgraduate student support. We design and deliver innovative, technology-enabled programmes and studies that respond to real sector needs across Botswana, SADC and beyond.

We provide customised, tech-driven training solutions for public institutions, the private sector and civil society, including SADC-wide business skills programmes for the pharmaceutical industry to drive value addition and competitiveness. Our teams also conduct evaluation studies that have informed Botswana's Five-Year National Development Plan, carry out policy analysis, and produce evidence-based reports for governments and local authorities. JMC further supports the development of accreditation systems and institutional accreditation processes, and brings strong expertise in grant-writing, curriculum design and educational policy formulation.

A central part of our work is advancing open science and open data so that governments and businesses can treat data as a strategic asset—using it to win on digitalisation, build data- and AI-driven services, and innovate for inclusive development. We have contributed to the report “Open Science for Innovation and Development” and led multi-country consortia of African and European universities in Zambia, Botswana, the Netherlands, Germany, Slovenia and Moldova.

JMC is also deeply invested in people. We support Masters and PhD students along their study paths and design youth-focused projects that create real development opportunities. Through initiatives such as the EMPOWER Project—linking Botswana, Greece, Italy, Romania, Nigeria, Madagascar and Mauritius—we help young people build market-relevant skills, startup enterprises, and engage in digital and open data innovation, positioning youth as active drivers of social and economic transformation.



Training & Development

- Inservice and pre-service training
- Capacity-building workshops
- Corporate training



Research Services

- Research design
- Evaluation studies
- Policy Studies

Knowledge Development & Management

- Creation and innovation
- Hosting Conferences
- Accreditation support and institutions
- Collaboration & Consortia Development



Student Support

- Assistance for Masters and PhD candidates
- Proposal development
- Thesis writing support

WORK ETHICS IN THE WORKPLACE : FROM POLICY TO PRACTICE

Builds a professional, accountable and citizen-centred public service and corporate that uphold integrity, respects for the rule of law, and delivers quality services effectively, efficiently, consistently and fairly.

For: All Sectors including CSOs

Duration: 3 days

Attain skills in: Work Ethics in the public service; Understanding personal values and behaviour; Learn tools for designing and implementing unit-level Work Ethics plans and practical tools for monitoring adherence to work plans and subsequent results

<https://www.jointmindsconsult.com/short-courses/>



Improving Effectiveness in Education Managers

The Effectiveness in Education Management Program introduces learners to the principles and practices that make schools and learning systems run smoothly, efficiently, and with strong leadership.

For: Education Managers, Educators

Duration: 3 days

Attain skills in: Strategic Management in Education, Financial Management, HR Optimization, Data driven decision making, Change Management, Leadership

<https://www.jointmindsconsult.com/short-courses/>





What is Decent Work?

Decent Work Program

The Program focuses on promoting fair, safe, and productive employment for all. It aims to ensure that people work in conditions that respect their rights, provide fair pay, offer social protection, and support personal and professional growth

For: Government, Workers, Employers Organizations

Duration: 4 days

Attain skills in: Developing work plans, Occupational health & safety standards, Action plan development

<https://www.jointmindsconsult.com/short-courses/>



Performance Management

The Performance Management Program introduces learners to the processes that help individuals and teams set goals, track progress, and achieve high-quality results.

For: HR,M&E ,Team Leaders, Executives

Duration: 3 days

Attain skills in: Performance Expectations & Feedback,
Performance Appraisals, Tracking Achievements,Implementing Performance Management Systems

<https://www.jointmindsconsult.com/short-courses/>

Effective Communication

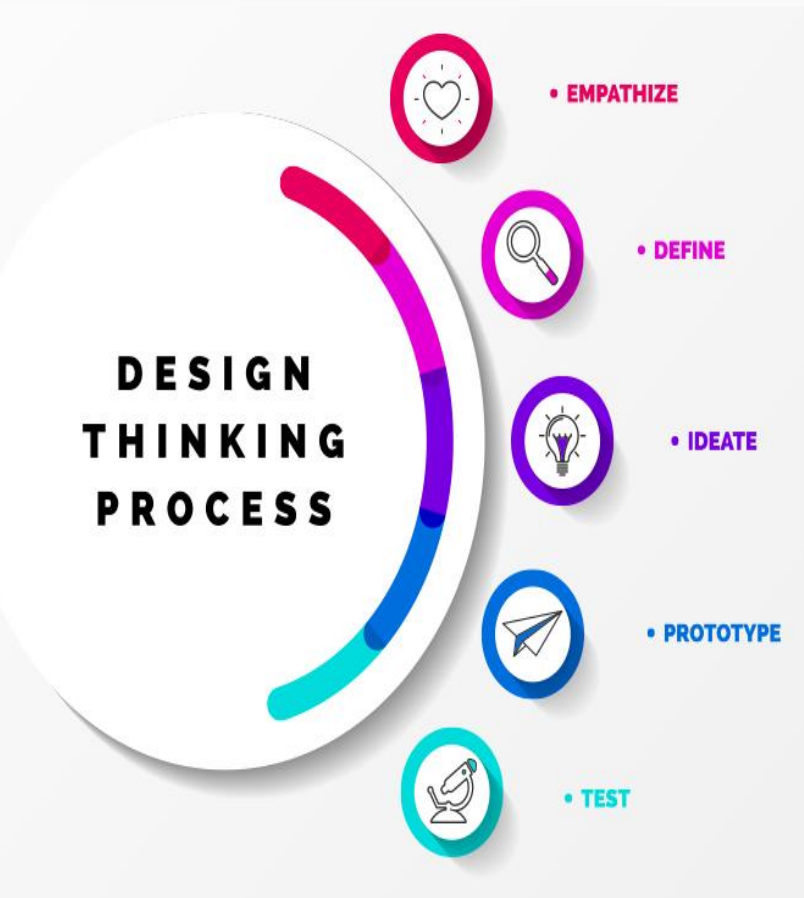
The Effective Communication Program introduces learners to the skills needed to express themselves clearly, listen actively, and interact confidently in both personal and academic settings. It helps them understand how good communication strengthens relationships and improves teamwork

For: All Sectors

Duration: 3 days

Attain skills in: Active listening, Assertive speech, Non-verbal communication, Conflict resolution





Design Thinking Process

The program introduces learners to a creative problem-solving approach that focuses on understanding people's needs, generating innovative ideas, and testing practical solutions. It encourages curiosity, teamwork, and hands-on learning.

For: All Sectors, Leaders, Program Managers, CSOs

Duration: 2 days

Attain skills in: Empathy mapping, Identifying problems, Ideating, Prototyping, Testing solutions

<https://www.jointmindsconsult.com/short-courses/>



Mental Health Awareness

This Program introduces learners to the importance of understanding their emotions, recognizing stress, and supporting their own well-being and that of others.

For: Health Care Professionals, CSOs,
Private Institutions

Duration: 3 days

Attain skills in: Addressing & managing
mental issues, dealing with Stigma,
Emotional Resilience, Advocacy

<https://www.jointmindsconsult.com/short-courses/>

Green Economy and Just Transition

The Green Economy and Just Transition Program introduces learners to the shift toward environmentally sustainable, low-carbon economic activities while ensuring that the move to greener systems is fair, inclusive, and beneficial to all.

For: All Sectors, Environmentalists, Conservators

Duration: 3 days

Attain skills in: Communication & Advocacy, Environmental Education, Just Transition Strategies

<https://www.jointmindsconsult.com/short-courses/>





Financial Literacy

This program introduces learners to the basics of managing money, budgeting, saving, and making smart financial decisions. It helps them understand how to use money wisely and plan for a secure future.

For: All Sectors

Duration: 3 days

Attain skills in: Budgeting, Investing, Organizational and Personal finance management

<https://www.jointmindsconsult.com/short-courses/>

Why Us?

Choose Joint Minds Consult because we are your partners in success. With our advanced research methodologies, customized training programs, and a highly skilled team of experts, we offer pioneering solutions that yield tangible outcomes. Our unwavering commitment to excellence, personalized approach, and established track record guarantee that your objectives are not only achieved but surpassed. Get in touch with us today to unleash your untapped potential and revolutionize your future with Joint Minds Consult.

We have been in operation since our incorporation in 2011. Over the years, we have established a strong reputation for leading research projects, supporting graduate and postgraduate students, and delivering high-quality training to corporate organizations.

We are a highly skilled team with esteemed qualifications in our respective field. All of our projects are overseen by consultants who hold a PhD degree and possess exceptional expertise at the master's level.

We provide innovative thinking solutions in all our endeavors.

The Joint Minds Team



[Dr Mwelwa Joseph, PhD](#)

CEO & Senior Partner at
Joint Minds Consult



[Dr Patrick Molutsi, PhD](#)

Board Chair, Senior Partner



[Mrs Lily Chipazi](#)

Senior Partner



Lentikile
Matswagothata

Partner

Our Global Associates



Our consulting partners are in:

USA.UK.EU.JAPAN.INDIA.CHINA.HONG
KONG.KOREA.AUSTRALIA.WEST AFRICA.NORTH
AFRICA.EAST AFRICA.CENTRAL
AFRICA.SOUTHERN AFRICA.CARIBBEAN & SOUTH
AMERICA