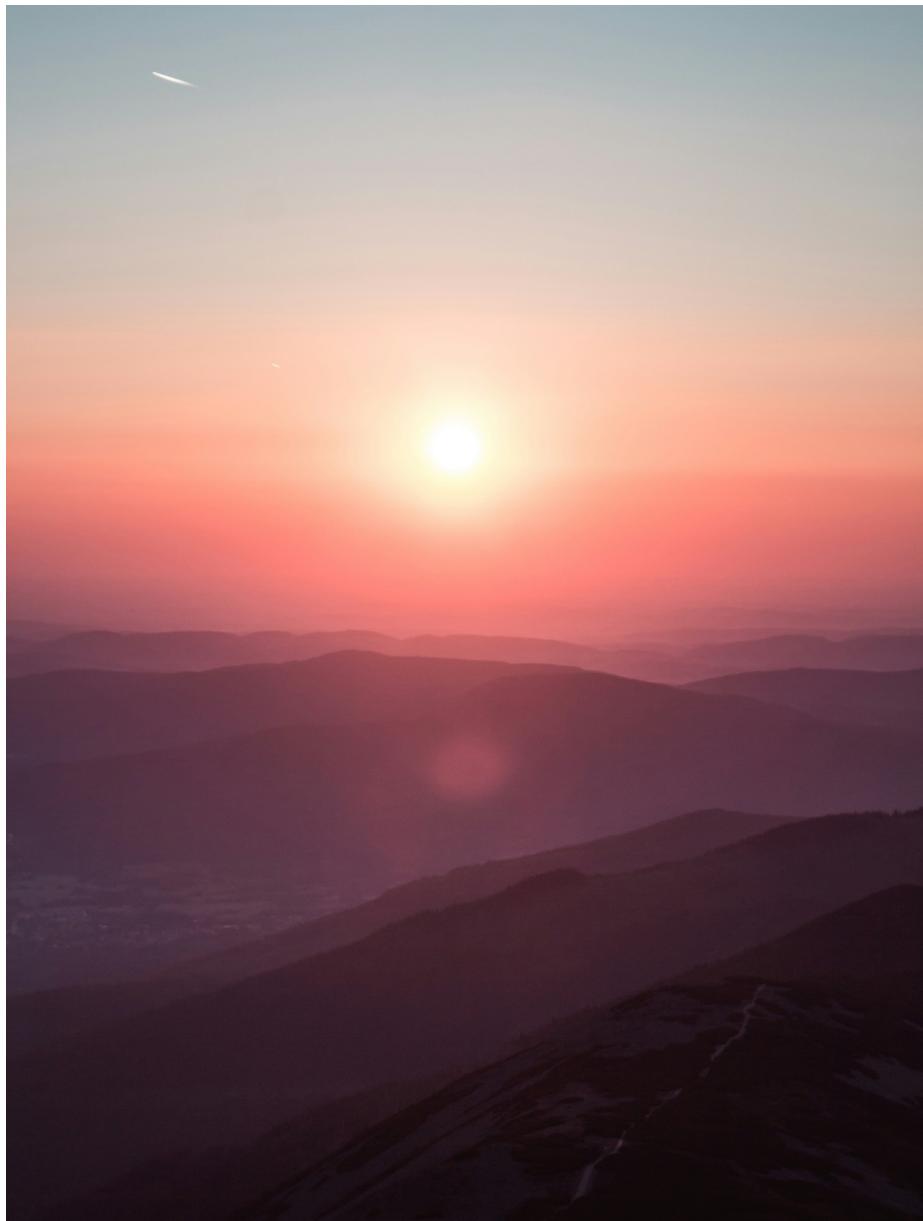


Consultancy Profile

# DOO U Consulting

*Be Well, Do Good, Thrive*





**We motivate positive action and spark enthusiasm for positive change.**

# **DOO U.**

At DOO U, we illuminate the path for African organizations, movements, and leaders who seek to enhance their impact, align with progressive values, and implement innovative, sustainable practices. Our work is grounded in transformation, resilience, and operational excellence, ensuring that organizations do not just function—but flourish.

Our team of seasoned professionals, facilitators, and strategists works alongside you to identify and resolve bottlenecks, inefficiencies, and systemic challenges that may be inhibiting effectiveness, stability, growth, and long-term sustainability. We take a deeply empathetic, analytical, and solution-oriented approach, listening intently to truly understand your unique context, aspirations, and obstacles.

From human rights organizations and advocacy movements to social enterprises and progressive businesses, we support clients in navigating complexity, optimizing operations, and embedding well-being into their work culture. Our expertise ensures that leaders, teams, and governance structures are aligned, empowered, and equipped for lasting impact.

# Our Mission

***"Be Well, Do Good, Thrive,"***

encapsulates our holistic approach to organizational development.

We believe that by fostering individual and collective wellness, catalyzing meaningful impact and enabling purpose-driven success. We can create a ripple effect of positive change across the continent.



## Do Good

We enlighten, guide, support and capacitate, those who resource, catalyze and work toward meaningful, sustainable positive impact.



## Be Well

We conduct comprehensive wellness audits, design and structure strategies and interventions to improve holistic wellness for individuals and organizations.



## Thrive

We guide and support individuals and organizations to thrive by facilitating insights, thinking, growth, change and development aligned with their unique needs and aspirations.





“  
We support positive action  
and spark enthusiasm for  
positive change.



# How DOO U helps you Be Well

At DOO U Consulting, we integrate indigenous and Pan-African wellness wisdom, tools and practices to foster a positive, inclusive and supportive work environment for everyone.

Our range of programs and initiatives are designed to address organizational trauma, promote team and individual mental, physical and emotional well-being, enhance emotional fitness and build resilience among staff.



## Holistic Wellness Strategy & Program Design

We create thoughtful and tailored wellness strategies and goal-oriented programs that holistically address mental, physical and spiritual well-being, thereby enhancing the Employee Value Proposition.



## Culture Healing & Enrichment

We foster a positive organizational culture and enhancing overall workplace well-being with DOO U. We support you in healing organizational trauma, building safe, empowering, inclusive environments that support optimum performance and honour diverse voices and experiences.



## Team Rejuvenation

Tailored activities and programs that revitalize your team, fostering deeper connections, refreshing spirits and reigniting energy for peak performance and collaboration.



## Wellness Education

We combine theory, exercises, tools and stories to empower individuals and teams to make intentional decisions about their health and well-being, promoting a culture of proactive wellness.



## Wellness Coaching & Companionship

We offer personalized guidance and hold space for individuals explore their world, achieve their health and wellness goals, providing both expert coaching and a compassionate presence on their journey to well-being.



## Wellness Retreats

We craft and curate safe, enjoyable and enlightening experiences. Our DOO U retreats are centered around your needs, whether you seek rest, recovery, self-discovery, well-being or rejuvenation.



# Do Good

At DOO U Consulting, we integrate indigenous and Pan-African wellness wisdom, tools and practices to foster a positive, inclusive and supportive work environment for everyone.

Our range of programs and initiatives are designed to address organizational trauma, promote mental, physical and emotional well-being, enhance emotional fitness and build resilience among staff.

How DOO U helps you

## Change Theory Alignment

We help organizations develop and refine their theories of change, ensuring that your strategies and activities are directly contributing to your desired outcomes and long-term vision.



## Operational Optimization

Our services enhance the productivity, effectiveness and responsiveness of your teams and systems through operational audits, AI and technical integration and operational wellness strategies.



## Impactful Program Design

We fuse the power of data-driven insights with the creativity of design thinking to create programs that resonate with your organizational change theory and leverage your resources and capabilities. Our approach is holistic ensuring that every initiative addresses community needs with precision and foresight.



## Fundraising Strategy and Support

We develop effective fundraising strategies and provide comprehensive preparatory tools necessary to support you in securing funding, optimizing resource allocation and engaging fundraisers strategically.



## Comprehensive Program Management

We provide end-to-end management support, ensuring your programs are ideologically aligned, ethically sound, successful, resource-efficient and sustainable.



## Advanced Monitoring & Evaluation

Our metrics, dashboards and performance monitoring tools transform data into actionable insights, empowering you to align their metrics with your impact goals and cultivate a culture of excellence in data handling.

## How DOO U helps you

# Thrive

### Empowering Lasting Success

We elevate your capacity to understand and navigate your world, tackle root causes of challenges and leverage your strengths to achieve success, healing, development and change. Our Thrive pillar is dedicated to enabling lasting success through strategic design, organizational development and leadership enhancement.

We empower businesses to thrive by offering strategic analysis, realignment and transformation. Our unique approach integrates African wisdom with global best practices, driving sustainable growth and positive impact.

### Strategy Review & Design

Craft and review comprehensive strategies with DOO U to align with your organizational goals. We help you map strategic indicators, develop operational and growth strategies and optimize resource allocation. Our approach makes your organization more productive and responsive to stakeholder needs.



### Change Management

At DOO U, we see change as an opportunity for growth. Our Change Management services empower your organization to catalyse transformation, foster resilience, manage resistance productively and achieve sustainable growth. We integrate inclusivity and strategic realignment to drive lasting impact.

### Organizational Development

Transform from within with DOO U's targeted development initiatives. We offer comprehensive assessments, structure reviews, workforce planning and performance monitoring to foster growth and resilience. Energize and revitalize your organizational culture with our expert guidance.



### Policy Harmonization

Streamline your policies with DOO U to reflect human rights, sustainability and harm reduction principles. Our approach ensures consistency, compliance and a healthier, more inclusive workplace culture. We clarify organizational boundaries, enhance resource stewardship, summarize policies and procedure for efficiency.

### Expert Facilitation

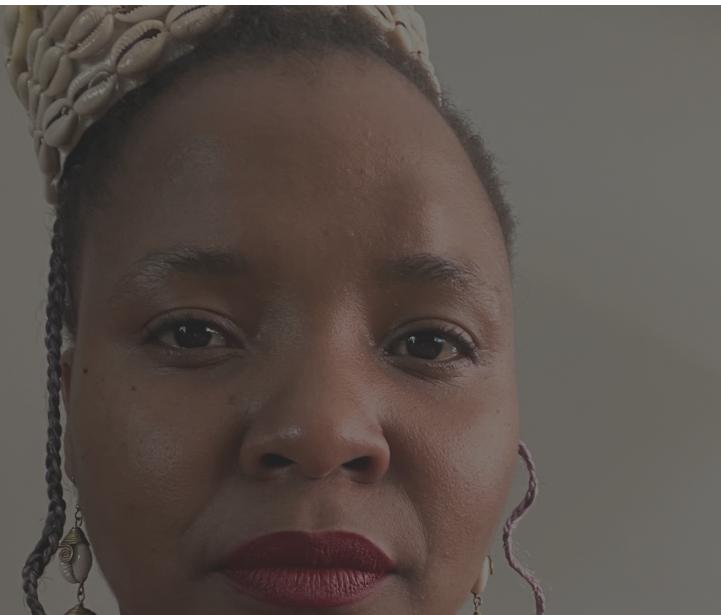
Guide your team through productive and empowering problem-solving sessions with DOO U. We facilitate board meetings, strategic planning sessions, and workshops to foster a proactive and adaptive culture. Navigate sensitive topics and achieve positive resolutions with our skilled facilitators.



### Learning & Development

Kindle the spark of growth with our engaging education approach. DOO U offers interactive workshops, hands-on exercises and personalized coaching to inspire and transform. We support diverse learning styles, provide instruction in African languages and focus on skills planning, personal and professional development and work-readiness.

# Meet our CEO



## CORE COMPETENCIES

- High-Stakes Facilitation
- Strategic Thinking & Systems Alignment
- Conflict Navigation & Difficult Conversations
- Technical & Human-Centred Decision-Making
- Energy, Emotions & Holistic Wellness in Leadership
- Frameworks & Models for Complex Problem-Solving
- Holding Space for Complexity, Tension & Growth
- Change Catalyst and Management

# Nonyamezelo Bulunga

Master Facilitator | Strategic Guide | Holistic Systems Thinker

- **Change Management Certificate** | Picourseware (Prosci)
- **Bachelor of Social Sciences, HR Management & Psychology** | University of KwaZulu Natal

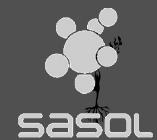
Nonyamezelo (Nonyam') is a brilliant facilitator and strategic thinker who helps boards, leaders, teams, and families navigate complexity, make sense of critical decisions, and hold space for difficult, awkward, and transformative conversations. She blends multidisciplinary knowledge, proven tools, and dynamic frameworks to bring clarity, alignment, creative thinking and action to the most pressing challenges individuals and organizations face.

With expertise spanning organizational development, psychology, energy management, and holistic wellness, Nonyam' designs and guides processes that balance technical know-how with emotional intelligence and human connection. She understands that big decisions require more than logic—they demand alignment of purpose, values, and collective energy.

Her work is both deeply structured and fluid, offering a space where truth can emerge, difficult realities can be named, and sustainable strategies can be co-created. She is a sought-after facilitator for strategy retreats, board alignment sessions, leadership intensives, and family dialogues, guiding groups through design, uncertainty, conflict, visioning, and renewal.

Her background includes working with the public and private sector with more emphasis on high-impact organizations and human rights movements across Africa.

## Some organisations she has supported:



# Meet Our Brain Trust

## Expertise and Personalized Attention

At DOO U, our experienced advisory and associate consultants bring deep expertise across various fields.

With a diverse network of associates across the continent, we offer a rich blend of skills, data sets, and contextual wisdom. This allows us to assemble the best team, approaches, and resources tailored specifically to your needs, ensuring impactful and sustainable outcomes.

## Meet our Some of our Advisory Minds

YARA CUMBI



**Senior Community Building Consultant**

- CSO Mapping
- Qualitative and quantitative research methods
- Project Management
- Strategic planning within development, CSOs and NPOs
- Training and organising Civil Society Organisations (CSO)

B BULUNGA



**OD & Operations Development Consultant**

- Board Relations
- Strategy review
- Organisational design & development
- HR Strategy
- Operations
- Executive coaching
- Stakeholder management
- Negotiations
- Labour Relations
- Pay structures
- Political alignment



# What our Clients have to say...

Thank you for holding the space the way you did. You have had a profound impact on us.

**Caroline Kouassiaman**  
Executive Director  
**ISDAO**

We did so much work and got to the real things we needed to discuss and it didn't feel like work! We went difficult places without hostility.

**Pepe Onziema**  
Steering Committee Member  
**African Trans Network**

You are a profound messenger of insights and creator of clarity.

**Khanyisile Nhlapo**  
Property Investor  
**uShaka Residence**

As a feminist activist and a survivor of SGBV, the space allowed me to freely express my deep concerns about my personal life, especially my experiences that have informed my profession and political views

**Anonymous AWRD**  
Kekeli Session participant  
**Urgent Action Fund**

Some more of our clients



**KAGISO  
TRUST**  
Overcoming poverty



# Contact us

To move forward or discuss further, please contact:

**Nonyamezelo Bulunga**

**E:** [nyamib@doou.co.za](mailto:nyamib@doou.co.za)

**P:** +27 84 297 5343

We're excited about the possibility of partnering with you to drive meaningful change and amplify your impact in Human rights advocacy across Africa.

1

- Initial Consultation**

- Let's schedule a call to discuss your needs in detail and refine the approach to perfectly fit your needs.

2

- Customization**

- Based on our consultation, we'll tailor the programme, incorporating your specific needs, challenges and nuances.

3

- Preparation**

- We'll begin our preparatory work, including stakeholder interviews, design and assessments, to ensure a transformative experience.

