



**Empowering
Growth, Inspired by
the Seed Principle.**

GROWTH BEGINS WITH A SEED

View all insights →



Who We Are	6	Who We Are
Our Core Competencies	7	Our Core Competencies
Why UGT?	10	Why UGT?
Our Services	11	Our Services
Our Process	15	Our Process
Our Clients	17	Our Clients
Featured Clients	18	Featured Clients
Our Philosophy in Action	19	Our Philosophy in Action

CON TENTS



MESSAGE FROM THE FOUNDER

A Message from The Founder of Unique Golden Team

Rooted in integrity, driven by results.

At Unique Golden Team, our journey began with a simple but profound belief: that true growth starts with a single seed—a new idea, a bold decision, or a commitment to change. Inspired by the timeless wisdom, “Unless a kernel of wheat falls to the ground and dies, it remains only a single seed. But if it dies, it produces many seeds,” we have built UGT on the conviction that meaningful transformation often requires letting go of the familiar to embrace the possibilities of the future.

In founding UGT | Analytics Training & Consulting, my vision was to create a company that does more than deliver services—we aim to plant seeds of knowledge, nurture them with expertise, and empower our clients to harvest lasting results. Every partnership, every project, and every training session is guided by our core philosophy: that when we invest in people and ideas, we unlock the potential for exponential growth.

Our mission is clear: to help organizations and individuals not only make and save money, but also to become catalysts for positive change within their teams and communities. Through our Data Solutions Factory and Academy, we ensure that no one is left behind on the journey to data literacy and digital transformation. We believe

that when employees are empowered with the right skills and mindset, organizations thrive—and the benefits multiply far beyond the initial investment.

At UGT, we measure our success by the value we help create for our partners. Whether it’s through innovative analytics, practical training, or strategic consulting, our goal is to cultivate environments where ideas take root, talent flourishes, and success is shared.

Thank you for being part of our story. Together, let’s plant the seeds for a brighter, more data-driven future.



Motsereganyi Sebolai
Founder, Unique Golden Team



Empowering your **people**
to **become agents** of
change and **growth.**



Your growth story starts
with a **single seed**—let's
plant it together.

From the smallest seed of
insight, we help you grow a
forest of **results.**



Botswana's Trusted Company of Growth and Transformation

Who we are

Unique Golden Team (UGT) is a forward-thinking consulting and training company dedicated to empowering organizations and individuals through data-driven insights and practical skills development. Founded in 2018, UGT was inspired by the philosophy that meaningful growth begins when a single seed is planted, nurtured, and allowed to flourish. This principle guides everything we do, from designing tailored training programs to delivering strategic consulting solutions that create lasting value.

At the heart of our operations is the Analytics Training & Consulting brand, a specialized arm focused on equipping businesses with the knowledge and tools necessary to thrive in an increasingly digital world. We understand that data is more than just numbers—it's a powerful asset that, when harnessed correctly, can transform decision-making, increase efficiency, and unlock new opportunities. Our commitment is to ensure that no employee or stakeholder is left behind on this journey toward data literacy and organizational excellence.

Our flagship initiative, the Data Solutions Factory and Academy (DSFA), offers premium HRDC-accredited courses designed to build data-savvy professionals who can drive innovation and competitive advantage within their organizations. These courses are delivered flexibly to accommodate diverse schedules and learning preferences, reflecting our belief that education should be accessible and inclusive. Beyond training, we provide ongoing mentorship and support to ensure practical application and real-world impact.

UGT is more than a training provider; we are a trusted partner in transformation. We collaborate closely with clients to understand their unique challenges and tailor solutions that align with their strategic goals. Our approach blends technical expertise with a deep understanding of business dynamics, fostering a culture of continuous improvement and sustainable growth.

Rooted in Botswana and committed to the region's development, UGT embraces innovation while honoring the values of community and shared success. We strive to be a catalyst for positive change, helping organizations not only adapt to the future but lead it with confidence and purpose.



Founded in 2018,
Headquartered in
Village, Gaborone,
Botswana



Premium HRDC-
Accredited Courses



Flexible Delivery
Modes with
Ongoing
Mentorship

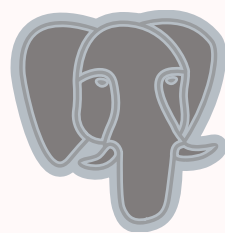
Our Core Competencies

At UGT | Analytics Training & Consulting, our core competencies encompass a powerful combination of technical expertise, industry knowledge, and a commitment to delivering actionable insights that drive business transformation. We leverage these competencies to empower our clients and help them achieve sustainable growth.



01. Technology Proficiency

We are proficient in a wide range of industry-leading tools and technologies, enabling us to deliver customized solutions that meet your specific needs. Our expertise includes: **Microsoft SQL Server BI Stack** - Leverage the full power of SQL Server Analysis Services (SSAS), SQL Server Integration Services (SSIS), and SQL Server Reporting Services (SSRS) for comprehensive data warehousing, ETL, and reporting solutions. **Databases, Data Visualization, Statistical Analysis, Integrations** - Seamlessly integrate your data and applications with our expertise in: Power BI to Power Apps to Power Automate to Power Virtual Agents



Power BI





02. Solution Applications

At UGT | Analytics Training & Consulting, our **solution applications** are purpose-built to address the most critical business needs of our clients. We align every engagement with your strategic objectives, leveraging advanced analytics, automation, and business intelligence to deliver measurable impact across three core domains: **Revenue Generation**, **Cost Reduction & Efficiency**, and **Regulatory Compliance**.



Revenue Generation



Cost Reduction & Efficiency



Regulatory Compliance

Revenue Generation

We empower **organizations** to unlock new streams of **revenue** and optimize sales effectiveness through data-driven solutions. Past key solutions we have implemented include:

- **Data Science-Driven Leads Generation:** Identifying high-potential prospects by analyzing customer data and market trends.
- **Scorecard Development:** Building predictive models and scorecards to prioritize leads, assess credit risk, and enhance decision-making.
- **Rewards Engine Development:** Designing and implementing incentive programs that drive customer loyalty and repeat business.
- **Sales Campaign Tracking:** Creating robust systems to monitor, analyze, and optimize sales campaigns in real time.
- **POS System Development:** Developing integrated point-of-sale solutions that provide actionable insights into sales performance and customer behavior.

Cost Reduction & Efficiency

We help clients achieve **substantial cost savings** and **operational efficiency** using **automation** and **analytics**. Past key solutions we have implemented include:

- **Automated Cost Tracker:** Linking cost tracking to accounts payable and trial balances for real-time visibility and control.
- **AI-Driven Invoice Processing:** Leveraging artificial intelligence to automate invoice handling, reduce errors, and accelerate payments.
- **Reporting Automation:** Streamlining both regular and ad hoc reporting processes, freeing up valuable staff time and ensuring data accuracy.
- **Establishment of Data Analytics Teams & Infrastructure:** Setting up in-house analytics capabilities and scalable data infrastructure tailored to your business needs.
- **Exception Reporting Automation:** Automating the identification and reporting of anomalies, enabling proactive management and rapid response to issues.

Regulatory Compliance

We have partnered with **financial institutions** and **corporates** to support **IFRS 9 compliance**. Our primary contribution has been on the **data management** and **data delivery** aspects of these projects, which include:

- **IFRS 9 Data Preparation:** We extracted, transformed, and delivered reliable datasets to support PD, LGD, and EAD modeling for quantitative teams.
- **ECL Data Enablement:** We provided automated data pipelines and infrastructure for accurate ECL calculations and stress testing.
- **Regulatory Reporting Automation:** We streamlined regulatory data aggregation and delivery to reduce manual effort and compliance risks.

Our approach is always client-centric: We begin by understanding your **unique challenges** and **objectives**, then design and implement tailored solutions using **industry-leading tools** such as the **Microsoft SQL Server BI Stack, Power BI, Python, SAS, Tableau**, and more. Every solution is built for **scalability, transparency, and measurable business value**—helping our clients, we have helped clients across Botswana, Lesotho, Ghana, Kenya, Eswatini, Mozambique, Rwanda, Namibia, Nigeria, South Africa, Tanzania, and Uganda achieve their strategic goals.



We aim to empower organizations through **data-driven training** and **innovative consulting solutions.**



We aim to deliver flexible, practical training that **drives measurable business results.**



We aim to foster a culture of **continuous learning** and **innovation** within organizations.

| Why UGT?

- **Hands-On Experience:** Years of experience developing data-driven solutions for leading organizations in **Botswana, Lesotho, Ghana, Kenya, Eswatini, Mozambique, Rwanda, Namibia, Nigeria, South Africa, Tanzania, and Uganda.**
- **Proven Results:** Our founder, **Motsereganyi Sebolai**, has led projects that have transformed **business intelligence, reporting, and analytics functions** for major **financial institutions** and **corporates.**
- **Client-Centric:** Every solution is tailored to your context, with a **commitment to collaboration, knowledge transfer, and measurable business outcomes.**

Unlock the power of your data. Partner with UGT | Analytics Training & Consulting for strategic data consulting that delivers real transformation.



We aim to build **lasting partnerships** grounded in **trust, expertise, and impact.**

Our Services



At UGT | Analytics Training & Consulting, we take immense pride in delivering services that empower organizations and individuals to unlock the full potential of their data and drive meaningful business transformation. Our commitment goes beyond training; we provide tailored consulting and accredited learning experiences that equip our clients with practical skills and strategic insights necessary to thrive in an increasingly competitive and data-driven marketplace.

01



Data Solutions
Factory and
Academy (DSFA)

Premium HRDC-
Accredited
Courses

02



Strategic Data
Consulting:
Tailored
Solutions for
Business
Transformation

01.

Data Solutions Factory and Academy (DSFA): Premium HRDC-Accredited Courses



We specialize in offering HRDC-accredited courses through our flagship Data Solutions Factory and Academy (DSFA), where we transform staff into data-savvy professionals capable of leveraging analytics to improve decision-making, reduce costs, and increase operational efficiency. Our flexible delivery options ensure accessibility and inclusivity, allowing every learner to engage fully regardless of their schedule or background.

We also pride ourselves on our ongoing mentorship and support programs, which ensure that the knowledge gained is effectively applied and continuously developed. This commitment to long-term partnership distinguishes us, as we help clients navigate the evolving data landscape with confidence and agility.

Delivery Methods

Normal working hours -
Midweek Evenings (Monday to Thursdays) -
Sundays -
Any Combination of the listed options -

Delivery Modes

Physical -
Virtual -



We aim to create **value** by aligning training with **real-world business challenges**.

02.

Strategic Data Consulting: Tailored Solutions for Business Transformation



We aim to **support clients** with **ongoing mentorship** for sustained **growth and success**.

At UGT | Analytics Training & Consulting, our Strategic Data Consulting services are built on a foundation of data analytics, business intelligence, and automation, delivering measurable business value and sustainable transformation. We specialize in uncovering actionable insights, optimizing processes, and enabling data-driven decision-making for organizations across Africa.

Our Expertise - We bring a proven track record in:

- **Revenue Generation Initiatives:** Leveraging advanced analytics and predictive modeling to identify new opportunities, drive customer acquisition, and optimize sales performance.
- **Cost Saving & Efficiency Gains:** Implementing automation for data-heavy tasks, streamlining reporting, and optimizing workflows to reduce operational costs.
- **Business Intelligence & Data Visualization:** Designing and maintaining interactive dashboards and KPI reports using Power BI, SQL Server Reporting Services (SSRS), Excel, and more, to provide real-time visibility for all business levels-including executive teams.
- **Data Warehousing & ETL:** Building robust data marts and data warehouses (e.g., with MS SQL Server, SSIS, SSAS) to consolidate and structure vast, multi-source datasets for enterprise-wide analysis.
- **Predictive Analytics & Credit Modeling Support:** Providing high-quality data and infrastructure to enable quantitative teams in developing credit risk models (**PD, LGD, EAD, ECL**) that support IFRS 9 compliance and proactive risk management.
- **Process Automation:** Automating regular and ad hoc reporting, invoice processing, and data-driven subscriptions to deliver timely, customized insights to stakeholders.
- **Customer Insights & Segmentation:** Applying data mining and segmentation techniques to enhance customer engagement and product development.
- **Capacity Building:** Training business users and analysts to maximize the value of business intelligence tools, fostering a culture of data-driven performance.

Our Approach - Our consulting engagements follow a collaborative, results-driven process:

- **Discovery & Assessment:** We partner with clients to understand their unique challenges, data landscape, and strategic objectives.
- **Solution Design & Prototyping:** Using tools like Power BI, SQL, Python, and SSAS, we quickly develop prototypes that address your most pressing business needs.
- **Implementation & Integration:** We implement scalable solutions-ranging from automated cost trackers and sales campaign dashboards to credit risk data marts-ensuring seamless integration with your existing systems.
- **Enablement & Support:** We empower your teams through hands-on training, documentation, and ongoing support, ensuring sustainable impact and knowledge transfer.

Real-World Impact

- **Automated IFRS9 Impairment Calculation:** Implemented ECL models using SQL Server, including Probability of Default, Loss Given Default, Exposure at Default, and Stress Testing for financial institutions.
- **Enterprise Data Marts:** Built and managed data marts with over a billion rows, integrating data from multiple countries and business functions.
- **Reporting Portals & Dashboards:** Delivered reporting portals and mobile dashboards to over 100 users, automating KPI tracking and business performance analysis.
- **Cost Savings:** Developed tools such as CostCube, saving clients over P1 million in operational expenses in the first year.



We aim to help organizations optimize operations through tailored consulting solutions.

Our Process



Training: Data Solutions Factory & Academy (DSFA)

01

Step



Needs Assessment

We begin by understanding the unique training requirements of your organization, ensuring our programs are tailored to your business context and learning objectives.

02

Step



Customized Course Delivery

Participants engage in HRDC-accredited courses delivered through flexible formats—whether during working hours, evenings, or weekends—to maximize accessibility and impact.

04

Step



Graduation & Certification

Upon successful completion, participants receive recognized certification, validating their new competencies in data analytics and business intelligence.

03

Step



Practical, Hands-On Learning

Our curriculum emphasizes real-world scenarios, enabling learners to apply new skills directly to workplace challenges and organizational goals.

03

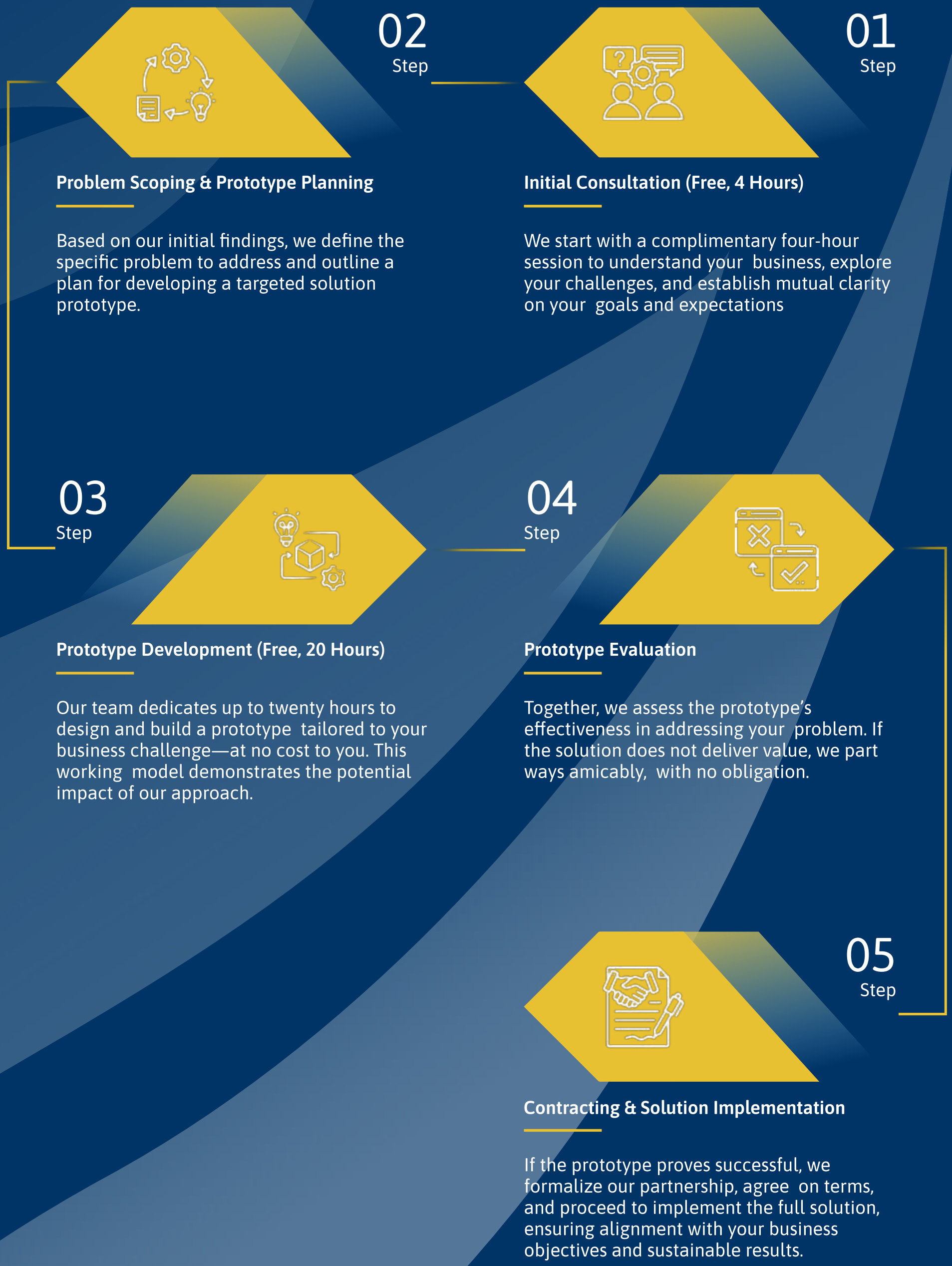
Step



Ongoing Mentorship & Support

Every graduate is enrolled in UGT's data mentorship and support group, where they receive continuous guidance to implement their skills in solving real business problems, ensuring lasting transformation.

Consulting: Analytics & Business Transformation



01
Step



Initial Consultation (Free, 4 Hours)

We start with a complimentary four-hour session to understand your business, explore your challenges, and establish mutual clarity on your goals and expectations

02
Step



Problem Scoping & Prototype Planning

Based on our initial findings, we define the specific problem to address and outline a plan for developing a targeted solution prototype.

03
Step



Prototype Development (Free, 20 Hours)

Our team dedicates up to twenty hours to design and build a prototype tailored to your business challenge—at no cost to you. This working model demonstrates the potential impact of our approach.

04
Step



Prototype Evaluation

Together, we assess the prototype's effectiveness in addressing your problem. If the solution does not deliver value, we part ways amicably, with no obligation.

05
Step



Contracting & Solution Implementation

If the prototype proves successful, we formalize our partnership, agree on terms, and proceed to implement the full solution, ensuring alignment with your business objectives and sustainable results.



We aim to create value by aligning training with **real-world business challenges.**



We aim to **empower clients** with **actionable data insights** for **better decision-making.**

Our Clients

UGT | Analytics Training & Consulting is proud to have partnered with leading organizations across Africa, delivering measurable results in data analytics, business intelligence, process automation, and strategic consulting.

Our experience spans the financial, telecommunications, and corporate sectors, with a proven track record of enabling clients to unlock value through revenue generation, cost savings, and operational efficiency.

Feature Clients



UGT | Analytics Training & Consulting has partnered with leading organizations- including **Letshego Africa Holdings Limited & its subsidiaries, National Development Bank Botswana, Bankers Association Botswana, FSG Botswana, and Debswana**-to deliver high-impact solutions in **data analytics, business intelligence, process automation, regulatory compliance, and capacity building.**

Our work spans the development of multi-country credit risk data marts, automation of IFRS9 impairment calculations, executive dashboard creation with Power BI and QL Server BI Stack, and the implementation of business intelligence tools for financial analysis and portfolio monitoring. We have also provided strategic analytics consulting, delivered capacity-building workshops, and deployed customized solutions for sales performance tracking, KPI reporting, and business process optimization. Our tailored analytics training programs have empowered teams with advanced skills in business intelligence, data visualization, and process automation-enabling data driven decision-making and measurable business transformation.



Hands-On Experience: Years of experience developing data-driven solutions for leading organizations in **Botswana, Lesotho, Ghana, Kenya, Eswatini, Mozambique, Rwanda, Namibia, Nigeria, South Africa, Tanzania, and Uganda.**

Our Philosophy in Action

UGT | Analytics Training & Consulting believes that true growth begins with planting seeds of positive change. Our community-focused initiatives are



Empowering Youth with Data Skills

We offer free introductory data analytics workshops to university students and recent graduates, equipping the next generation with essential digital skills for the modern workforce.



Supporting Local Nonprofits

UGT provides pro bono consulting sessions to local nonprofit organizations, helping them harness data to improve their operations and maximize their community impact.



Promoting Lifelong Learning

Through our Data Mentorship Program, we create ongoing learning opportunities for alumni and community members, fostering a culture of continuous professional growth and knowledge sharing.



GABORONE

Unique Golden Team (PTY) LTD

Unit B6
Plot No. 21163, Village
Gaborone, Botswana
Call: +267 72737023
info@ugtafrica.co

