

GROWING PEOPLE AND BUSINESS LEADERS TO REALISE STRATEGY

WHY PARTNER WITH US?

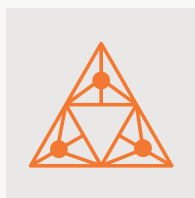
For over 2 decades, we have utilised our combined psychology and business experience to provide deep insight into 'what makes people tick'. Our consulting solutions empower leaders to grow talent, lead change, execute strategy and shape energising cultures where optimal performance and productivity can be achieved.

We recognize that for most businesses, sustainable competitive advantage exists in their agility, and in the speed and effective execution of their strategy. This can only be enabled if leaders and teams are aligned, connected, and equipped to contribute optimally, adapting and reinventing themselves as they navigate a disrupted world

While bringing extensive consulting experience from multiple countries, our heart lies in Africa. Having worked with leaders from various industries in growing and building businesses across its borders, we bring a unique perspective on, and insight into, leading businesses in the African continent.

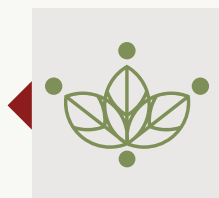
WHAT WE OFFER

We partner with leaders, teams and businesses to develop their capability, improve performance and realise potential by shaping a culture where talent can contribute and thrive.



HIGH PERFORMANCE TEAMS

Building aligned, collaborative and effective teams that deliver on their strategy



FUTURE READY TALENT

Ensuring capabilities, talent and succession bench strength to deliver today and into the future



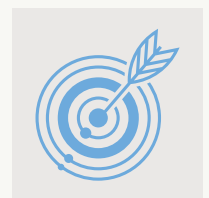
GROWING LEADERS

Growing leaders and their ability to lead and engage their teams in a disrupted world



ENERGISED CULTURE

Shaping culture and energising the employee experience to deliver on your people and brand promise and enable your talent to contribute, thrive and perform at their best



PEOPLE STRATEGIES

Creating transformational people strategies and processes to accelerate change, human potential and connection in a digital world

WHAT WE OFFER



HIGH PERFORMANCE TEAMS

Our passion is to unleash the performance and growth potential that exists in teams. We understand that smart individuals working in teams bring many complex challenges. Recent disruption has left many grappling with how to remain connected, engaged and aligned in this fast-paced hybrid world of work. Never has trust, empathy, connection, commitment and accountability within and across teams been more important.

We work with leaders to create high performing, success driven teams. Instead of tackling the common challenges such as accountability and poor results first, we encourage teams to build high levels of trust from the get-go, ensure constructive participation and debate, and foster co-responsibility and accountability as the essentials for high growth and performance.



FUTURE READY TALENT

Traditional talent management and succession planning approaches are being challenged to keep pace with changing business needs, fluid jobs, emerging skills and the rapidly evolving expectations of leaders to manage a triple bottom line. Businesses world-wide are predicting a significant short-fall in leadership talent and critical skills for the future.

Through our deep assessment and talent experience, we bring insight into the predictors of performance and factors creating an environment where talent can thrive.

We support our clients to review the skills critical to your success both now and in the future, deepen insight into current talent pools and rethink their talent strategies to build robust succession and talent pools ready and committed to propel your business strategy forward.



GROWING LEADERS

As companies wrestle with new business models, ways of working, make stronger commitments than ever to purpose, sustainability, and diversity and inclusion, they need leaders who are constantly ready for anything; who can have impact today and also evolve with the organisation.

Leveraging the psychology of leadership and our insight into business, our customised and blended programmes for business leaders and high potential talent, offer a rich diversity of experience, insight and immersions; inspiring leaders' passion, purpose and building their skills and capability to grow their businesses, lead their teams and achieve transformative change.



ENERGISED CULTURE

We have a proven track record assisting leaders in shaping culture and creating an energising employee experience in support of their strategy and aligned with their people and brand promise.

We understand culture and employee experience and the role they play in powering business performance, enabling strategy and remaining human-centric in a digital world.

Working with our clients, we uncover what is unique in their culture, core to their values and shift mindsets as the desired culture is brought to life.

Closing the gap between what people say, what they do and what they experience is where the opportunity for true culture transformation sits.



PEOPLE STRATEGIES

Human Resources functions are looking to reinvent and reposition their people strategies and practices to adapt to the new world of work, future-proof skills in the business and enable their businesses to become magnets for talent.

We have a strong track record in working with HC teams to reinvent themselves and build the capability that is critical for strategic HR transformation.

We work with HC leaders to redesign their operating models; shape integrated people strategies and develop their strategic HC capabilities.

