DANIELS INSTITUTE

POLARISING A CULTURE OF CONSCIOUS LEADERSHIP

COMPANY PROFILE

Polarising the Culture of Conscious Leadership

UNLEASHING INNATE CAPACITY

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WHO WE ARE

WHAT MAKES US UNIQUE

VISION

A sought after Botique firm in the field of organisational development

MISSION

Polarising a culture of conscious leadership

VALUES

Client Conscious
Process Driven
Quality

WHO WE ARE

WHAT MAKES US UNIQUE

WHO WE ARE
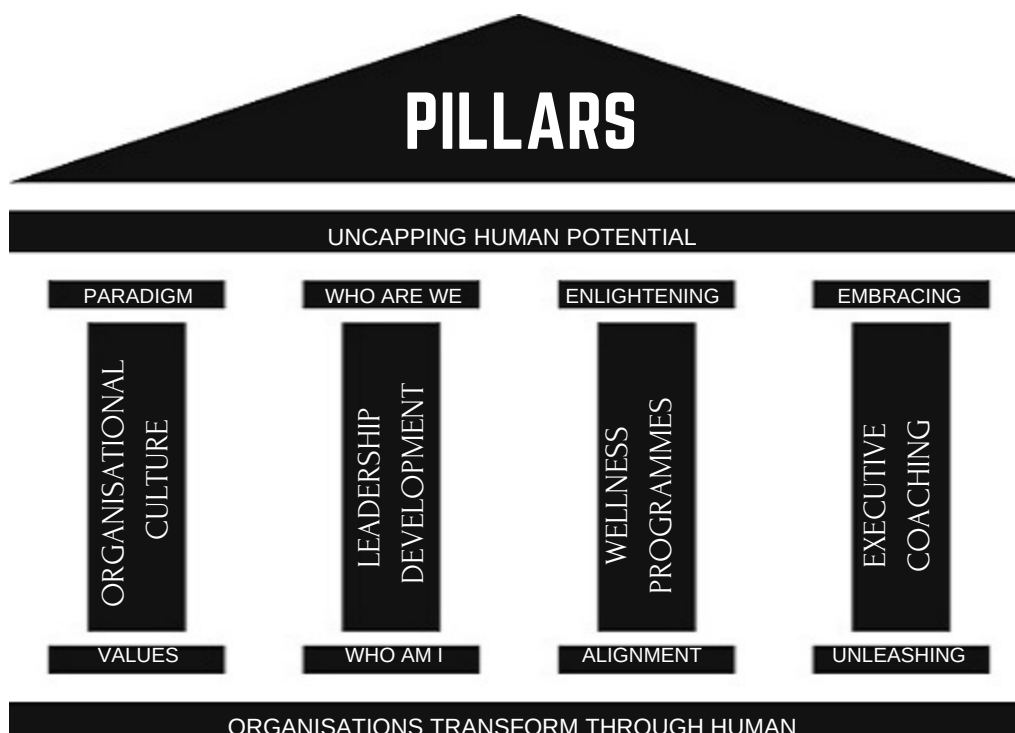
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WHO WE ARE

ABOUT DANIELS INSTITUTE

Daniels Institute (Pty)Ltd is a research and training organisation that was founded with the sole mandate of uncapping human potential. Elolead works with companies, organisations, government departments, executives, leaders, and entrepreneurs to develop capacity, manage change, streamline operations, and harmonize personal tasks.

This is achieved through assessments, intervention programs, turnaround strategies, and other methodologies. The consultants have combined years of experience and numerous testimonials of transformed companies, optimized operations, and changed lives. Content and material shared are applicable in companies, institutions, schools, organisations, and government departments.

CORE BUSINESS

PILLARS

UNCAPPING HUMAN POTENTIAL

PARADIGM	WHO ARE WE	ENLIGHTENING	EMBRACING
ORGANISATIONAL CULTURE	LEADERSHIP DEVELOPMENT	WELLNESS PROGRAMMES	EXECUTIVE COACHING
VALUES	WHO AM I	ALIGNMENT	UNLEASHING

ORGANISATIONS TRANSFORM THROUGH HUMAN

WHAT WE DO

WHAT IS CULTURE?

*You cannot copy a culture, you can only grow and develop it.*

Culture is the term we use to describe the way of being of a group of people who share a common heritage or a common identity.   The culture of a group of people is a reflection of the values and beliefs of the current leaders and the institutional legacy of the values of past leaders, that are embedded in the structures, policies, systems, procedures and incentives of the group.

The culture of an organisation defines who you are and what you stand for. Vibrant cultures are values-driven, mission-focused and vision-guided. They display high levels of values alignment and have low Cultural Entropy® scores.
Vibrant cultures have high levels of performance because they create internal cohesion, attract talented people, and inspire employees to go the extra mile.The leaders of such organisations practice values-based leadership and care about the well-being of all their employees.

TRANSFORM THE CULTURE OF YOUR ORGANISATION

Imagine being able to get a comprehensive diagnostic of the culture of your organisation by asking your employees three simple questions that take around 15 minutes to complete. Furthermore, imagine being able to get reports for any demographic grouping you care to list. That is exactly what our flagship Cultural Values Assessment, used by over 6,000 organisations, enables you to do.
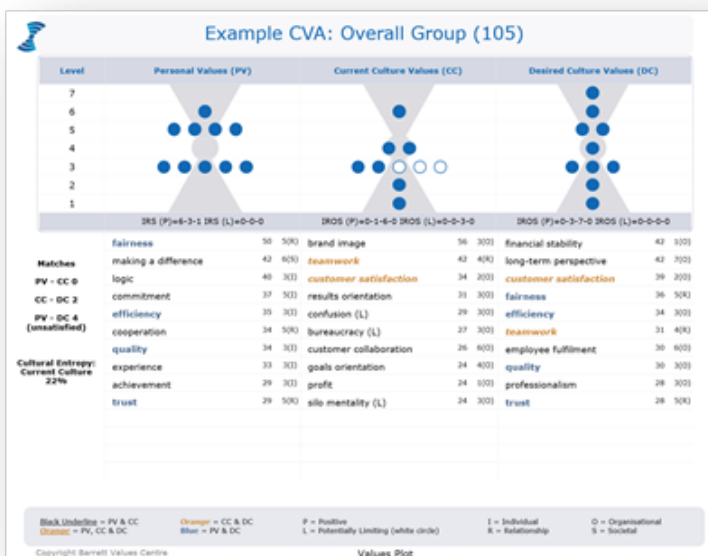
DIAGRAM

In one simple picture, find out what is working and not working in your culture. Find out what is important to your people, how they experience the culture now, and how they would like to improve it for tomorrow.

THE NEW LEADERSHIP PARADIGM

To survive and prosper in the twenty-first century, we need to develop a new leadership paradigm, one that embraces the global common good rather than individual self-interest.

The new leadership paradigm calls for vision-guided, values-driven leaders that look after the well-being of all stakeholders.

The leader of an organisation must make it a personal duty to not only reduce their level of personal entropy and increase their level of values alignment and mission alignment, but also encourage and support every other leader, manager and supervisor in the organisation to do the same.

The leader must also spearhead the charge in revamping the structures, processes, policies, procedures, and incentives of the organisation to more clearly meet the needs of employees and other stakeholders. If you are committed to the success of the organisation then you also need to be committed to your own personal mastery and development.

Reducing a leader's, manager's or supervisor's personal entropy directly impacts the Cultural Entropy score of their organisation, department or team; and promoting their personal development directly impacts their ability to improve the levels of values alignment and mission alignment of their staff.

4 STAGES OF LEADERSHIP DEVELOPMENT

STAGE 1: LEARNING TO LEAD YOURSELF

STAGE 2: LEARNING TO LEAD OTHERS (TEAM)

STAGE 3: LEARNING TO LEAD AN ORGANISATION

STAGE 3 ALTERNATIVE: LEARNING TO LEAD IN SOCIETY

VALUES BASED LEADERSHIP

We all have subconscious fears that are triggered from time to time which impact our relationships, both at home and work. Learning how to identify, manage and then release these fears can be a life-long process. The best way to improve your personal mastery skills is to receive regular feedback from your boss, your peers and your subordinates.

With this objective in mind, we created the Leadership Values Assessment (LVA) and the Leadership Development Report (LDR), 360 degree feedback instruments designed to uncover your blind spots and provide feedback on your strengths as well as what you need to do to grow and develop. These instruments provide a quantifiable measure of personal entropy, and a comprehensive framework for personal evolution—the Seven Levels of Leadership Consciousness.

LEADERSHIP VALUES ASSESSMENT(LVA)

In one simple picture, see how a leader believes they show up and how others experience them.

OUR LEADERSHIP DEVELOPMENT MODEL

3

EMPLOYEE HEALTH & WELLNESS

A New Approach to Organisational Effectiveness

Simply put a brand is the way in which other people perceive a particular person/product/organization. In a brand workshop, we analyze the individual brands of employees and bring the understanding that everyone is a brand, and the difference between a good brand and a bad brand is a management. The kind of brand the employee is on a personal level is the exact kind of brand the person will shape the organization to be in their department and sphere of professional influence within the office. We teach employees how to manage their personal brands for their own benefit as well as the benefit of the organization they are working for.

Evolutionary Coaching allows us to discover:

- A person's primary stage of psychological development: what is their most pressing current evolutionary need.
- A person's secondary stage of psychological development: what unmet needs they have that are holding
  them back.
- The degree to which the cultures a person is embedded in are support or hinder their personal evolution.

SELF KNOWLEDGE

Helps you to think about what is important to you, what motivates you, and identify areas where you may want to develop further.

PERSONAL VALUES ASSESSMENT (PVA)

UNDERSTANDING YOUR VALUES

Find out what is important to you by taking a Personal Values Assessment.

Who you are, what you hold dear, what upsets you, and what underlies your decisions, are all connected to your personal values.

Your values reflect what is important to you. They are a shorthand way of describing your motivations. Together with your beliefs, they are the causal factors that drive your decision-making.

The Personal Values Assessment is a simple survey that takes just a few minutes of your time and provides a wealth of information about why you do what you do.

INDUSTRIAL THEATRE

HOW WE BRING AWARENESS IN ORGANISATIONS

In our Industrial Theatre, the Actors will perform a series of recognizable and relevant storylines and situations so that audiences will identify with themselves, their environment, and their situations in a fun, non-confrontational, and impartial context. However, the message delivered will still be forthright, hard-hitting, and direct. Fun, laughter, song and dance as well as Audience Participation are ''key'' for communicating pressing issues. Our Industrial Theatre should never be considered as a replacement for any other form of awareness creation, but rather it must be implemented in support of other awareness activations. An old saying: *''everyone likes a good story''*, that saying is still true to this day. People learn easier through audio-visual effects, live Industrial Theatre performances make stories fun to tell and easier to follow.

Instead of the everyday employer/employee, supervisor/worker, or teacher/student type of situation whereby communication is done on a one-way basis, is instructional, and often didactic, our Actors will travel with the relevant audiences through the different sets of emotions, fantasies, catchy sing-along songs and physical activity, these will make the audience/employees feel and live the stories and therefore remember them for a long time to come. In our Industrial Theatre, the characters will perform a series of recognizable and relevant storylines and situations so that our audiences will identify with themselves, their environment, and their situations in a fun, non-confrontational, and impartial context. However, the message delivered will still be forthright, hard-hitting, and direct. We have recently introduced other forms of Inter-Active Theatre that include Simultaneous Dramaturgy, The Playback Theatre Technique, Forum Theatre, Invisible Theatre, Image Theatre as well as Ambush Theatre.

WE HAVE WORKED ON THE FOLLOWING PRODUCTION THEATRES:

- Occupational Health and Safety
- HIV/AIDS (World Aids Day)
- Employee Wellness
- Waste Management
- Customer Service
- Home Ownership Awareness

WE PRE-RECORD AND SEND OUT VIDEOS TO THE CLIENT IN AREAS THAT ARE REMOTE

EVOLUTIONARY COACHING

A New Approach to Leadership Coaching

Every individual is on a natural, evolutionary journey of psychological development from birth to old age. Where you are on that journey affects your needs, goals, values, and how you respond to life's challenges.

Most people have no concept of where their motivations come from, what stage of psychological development they are at, what stages they have passed through, and what stages they still need to master to find fulfilment in their lives. The only criteria they have for making choices are: what makes them feel happy in the moment, or what gives their life a sense of meaning and/or fulfilment.

When you know your needs and values will change as you grow and develop, it helps you to see your life differently; it gives you an evolutionary perspective. If you know that your needs in the future will be different from the needs you have now, you can look out for opportunities to not just satisfy your immediate needs, but also for opportunities to satisfy your future needs too.

Evolutionary Coaching allows us to discover:

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- The degree to which the cultures a person is embedded in are support or hinder their personal evolution.

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ASSESSMENTS

FOR INDIVIDUALS AND ORGANISATIONS

INDIVIDUALS
Measuring Personal Values

- *Individual Values Assessments (IVA)*
- *Personal Values Assessment (PVA*

Measuring Personal Emotional State

- *Individual Emotional State Assessment (IVA)*
- *Personal Emotional State Assessment PESA)*

LEADERSHIP
Measuring Leadership Values

- *Leadership Values Assessment (LVA)*
- *Leadership Development Report (LDR)*

Measuring Leadership Emotional State

- *Leadership Emotional State Assessment (LESA)*
- *Emotional Intelligence*
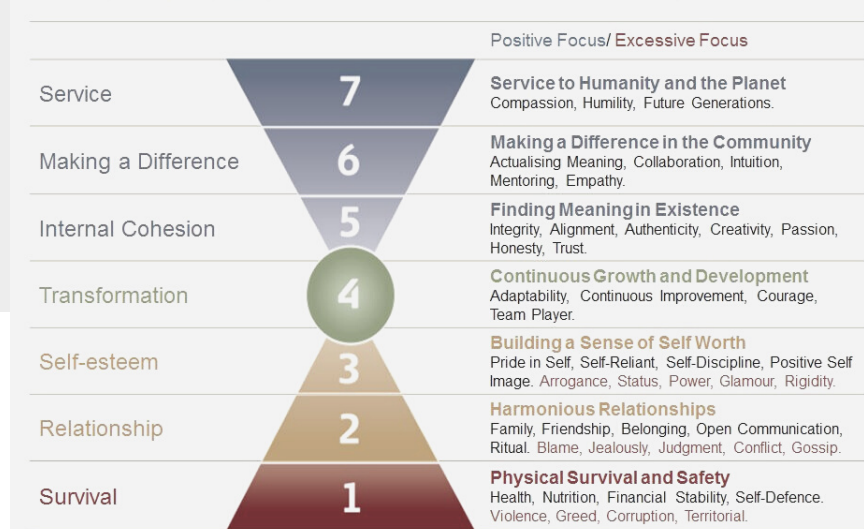
ORGANISATIONS
Measuring Organizational Culture

- *Cultural Values Assessment (CVA)*
- *Personal Values Assessment (PVA*
- *Comparison Report*
- *Espoused Values Analysis (EVA)*
- *Custom Attributed Report*
- *Small Group Assessment*
- *Cultural Evolutions Report*
- *Merger/Compatibility Assessment*
- *Customer Values Assessment (CVA)*
- *Stakeholder Values Assessment (SVA)*
- *School Values Assessment (SVA)*
- *National Values Assessment (NVA)*

ORGANISATIONAL CLIMATE
Measuring Emotional Climate

- *Organisational Emotional State Assessment (OESA)*
- *School Emotional State Assessment (SESA)*
- *National Emotional State Assessment (NESA)*

Seven Levels of Personal Consciousness

Positive Focus/ Excessive Focus

Service	7	**Service to Humanity and the Planet** Compassion, Humility, Future Generations.
Making a Difference	6	**Making a Difference in the Community** Actualising Meaning, Collaboration, Intuition, Mentoring, Empathy.
Internal Cohesion	5	**Finding Meaning in Existence** Integrity, Alignment, Authenticity, Creativity, Passion, Honesty, Trust.
Transformation	4	**Continuous Growth and Development** Adaptability, Continuous Improvement, Courage, Team Player.
Self-esteem	3	**Building a Sense of Self Worth** Pride in Self, Self-Reliant, Self-Discipline, Positive Self Image. Arrogance, Status, Power, Glamour, Rigidity.
Relationship	2	**Harmonious Relationships** Family, Friendship, Belonging, Open Communication, Ritual. Blame, Jealously, Judgment, Conflict, Gossip.
Survival	1	**Physical Survival and Safety** Health, Nutrition, Financial Stability, Self-Defence. Violence, Greed, Corruption, Territorial.

WHO WE SERVE

OUR CLIENTS

RSR Railway Safety Regulator

Telkom

AIRBUS HELICOPTERS

RAND WATER

AIRPORTS COMPANY SOUTH AFRICA

sassa
SOUTH AFRICAN SOCIAL SECURITY AGENCY

O.R. TAMBO DISTRICT MUNICIPALITY

Walter Sisulu University Foundation

EASTERN CAPE — PROVINCIAL LEGISLATURE

TibaneGroup
Inspiring Excellence

NEDBANK

Business PARTNERS
Investing in Entrepreneurs

cathsseta

M

FNB First National Bank

ECRDA
Eastern Cape Rural Development Agency

momentum

FNB First National Bank

Province of the EASTERN CAPE HEALTH

Province of the EASTERN CAPE SAFETY & LIAISON

Cooperative Governance Traditional Affairs

FirstRand

BEE23

ICAS

Province of the EASTERN CAPE EDUCATION

THE WORK WE HAVE DONE

2021 - Present

McCopCo Top Management Leadership Coaching & Development

- **Leadership Assessment:** Conduct a comprehensive assessment of the top management team at McCopCo (McDonald's South Africa) to identify strengths, areas for improvement, and leadership development needs. Utilize various assessment tools, interviews, and feedback sessions to gather relevant data.
- **Customized Leadership Development Program:** Design and deliver a tailored leadership development program for McCopCo's top management team. This program should focus on enhancing leadership skills, strategic thinking, decision-making, and effective communication. Develop a curriculum that combines theoretical knowledge with practical exercises and case studies.
- **Individual Coaching Sessions:** Provide one-on-one coaching sessions to the top management team members, addressing their specific leadership challenges and goals. Offer personalized guidance, feedback, and support to help them enhance their leadership capabilities and overcome obstacles.
- **Team Building Workshops:** Conduct team building workshops to foster collaboration, improve team dynamics, and strengthen relationships among the top management team. Facilitate interactive activities and exercises that promote trust, communication, and shared goals.
- **Performance Evaluation and Progress Tracking:** Establish a performance evaluation system to assess the progress of the top management team members throughout the coaching and development program. Regularly track and review their development goals, provide feedback, and make adjustments as needed.
- **Leadership Succession Planning:** Assist McCopCo in developing a leadership succession plan to ensure continuity and sustainability of leadership excellence. Identify potential successors within the organization and provide recommendations for their development and growth.
- **Post-Program Evaluation and Recommendations:** Conduct a post-program evaluation to assess the effectiveness of the leadership coaching and development initiatives. Gather feedback from the participants and stakeholders to identify areas of improvement and provide recommendations for future leadership development efforts.
- **Ongoing Support and Follow-up:** Offer ongoing support and follow-up sessions to the top management team members after the completion of the program. Provide resources, tools, and additional coaching as needed to reinforce the learning and ensure long-term leadership growth.

2021 - Present

Executive Coaching to the CEO - Greg Solomon

- **Goal Setting:** Collaborate with Greg Solomon to define his goals and objectives as a CEO. This involves understanding his vision, strategic priorities, and desired outcomes for himself and the organization.
- **Leadership Development:** Assess Greg Solomon's leadership style and strengths, and identify areas for improvement. Provide guidance and support in enhancing his leadership skills, such as communication, decision-making, delegation, and fostering a positive work culture.
- **Performance Enhancement:** Help Greg Solomon identify and overcome any barriers or challenges that may be hindering his performance. Offer strategies to enhance productivity, time management, and overall effectiveness in his role.
- **Strategic Thinking:** Assist Greg Solomon in developing and refining his strategic thinking capabilities. Support him in identifying opportunities, evaluating risks, and making informed decisions that align with the organization's goals and objectives.
- **Emotional Intelligence:** Foster Greg Solomon's emotional intelligence by helping him understand and manage his own emotions, as well as navigate relationships with stakeholders. Offer guidance on empathy, self-awareness, resilience, and effective conflict resolution.
- **Succession Planning:** Collaborate with Greg Solomon to develop a succession plan for key leadership positions within the organization. Help him identify and groom potential successors, ensuring a smooth transition when needed.
- **Accountability and Feedback:** Establish a system for regular check-ins and progress reviews with Greg Solomon to hold him accountable for his goals and commitments. Provide constructive feedback and support his growth and development throughout the coaching engagement.
- **Confidentiality and Trust:** Maintain strict confidentiality and create a safe space for Greg Solomon to share sensitive information, concerns, and challenges. Build a trusting relationship based on mutual respect and open communication.
- **Continuous Learning:** Encourage Greg Solomon's ongoing professional development by recommending relevant resources, workshops, and networking opportunities. Support him in staying updated on industry trends and best practices.
- **Evaluation and Measurement:** Establish clear metrics and evaluation criteria to measure Greg Solomon's progress and the impact of the coaching engagement. Provide periodic reports on his development and performance, highlighting key achievements and areas of improvement.

2021 - Present

Executive Coaching to the COO - Mlungisi Mathonsi

- **Goal Setting:** Collaborate to define his goals and objectives as a COO. Understand his role within the organization, his specific challenges, and the desired outcomes he aims to achieve.
- **Leadership Development:** Assess leadership strengths and areas for improvement. Provide guidance and support in enhancing his leadership skills, such as strategic thinking, decision-making, team management, and driving organizational change.
- **Operational Excellence:** Help improve operational efficiency and effectiveness. Assist him in identifying process improvement opportunities, optimizing resource allocation, and streamlining operations to drive productivity and achieve organizational goals.
- **Performance Management:** Support in developing and implementing performance management systems to drive individual and team performance. Provide guidance on setting objectives, providing feedback, conducting performance evaluations, and fostering a culture of continuous improvement.
- **Cross-functional Collaboration:** Assist in building strong relationships and effective collaboration across departments and teams. Help him develop strategies to promote communication, teamwork, and alignment to ensure the smooth execution of organizational initiatives.
- **Change Management:** Guide in leading and managing change within the organization. Offer frameworks and tools to navigate change processes, address resistance and foster a positive and adaptive organizational culture.
- **Strategic Planning:** Collaborate to develop and refine strategic plans aligned with the organization's goals and objectives. I'd like you to please assist in conducting environmental scans, identifying growth opportunities, and formulating strategies to achieve sustainable competitive advantage.
- **Succession Planning and Talent Development:** Work to identify high-potential employees and develop a succession plan for critical roles. Support him in implementing talent development initiatives to ensure a strong pipeline of future leaders.
- **Communication and Influence:** Help enhance his communication skills, both verbal and written, to effectively convey messages, influence stakeholders, and inspire the organization. Provide guidance on storytelling, presentation skills, and effective stakeholder management.
- **Personal Growth and Well-being:** Support in his personal growth and well-being. Encourage work-life balance, stress management, and self-care practices that contribute to his overall effectiveness as a COO.

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RAND WATER

2020 - 2022	**Supply Chain Management Team: Leadership Coaching**

- **Individual Goal Setting:** Collaborate with each member of the Supply Chain Management Team to define their individual goals and objectives. Understand their aspirations, strengths, and areas for development within their leadership roles.
- **Leadership Development:** Assess the leadership capabilities of each team member and identify areas for improvement. Provide tailored coaching and guidance to enhance their leadership skills, such as decision-making, problem-solving, communication, and conflict resolution.
- **Team Dynamics:** Foster a positive and high-performing team culture within the Supply Chain Management Team. Help team members build trust, improve collaboration, and leverage each other's strengths to achieve common goals.
- **Strategic Thinking:** Support team members in developing strategic thinking skills to align supply chain operations with overall organizational objectives. Assist in identifying opportunities for process improvement, cost optimization, risk management, and innovation.
- **Change Management:** Guide team members in leading and managing change within the supply chain function. Provide strategies to effectively communicate changes, address resistance, and ensure smooth implementation of new processes or technologies.
- **Performance Management:** Assist team members in setting performance goals and developing metrics to measure success. Help them implement performance management systems that foster accountability, feedback, and continuous improvement.
- **Stakeholder Management:** Enhance team members' skills in building and managing relationships with internal and external stakeholders. Provide guidance on effective communication, negotiation, and influencing techniques to ensure strong partnerships and collaboration.
- **Supply Chain Optimization:** Support team members in identifying opportunities to optimize the supply chain processes, reduce costs, enhance efficiency, and improve customer satisfaction. Offer expertise in areas such as inventory management, demand forecasting, and supplier relationship management.
- **Data-Driven Decision-Making:** Promote the use of data and analytics in decision-making processes within the supply chain team. Help team members develop skills in data interpretation, trend analysis, and using insights to make informed strategic choices.
- **Personal Growth and Resilience:** Support team members in their personal growth, well-being, and resilience. Encourage work-life balance, stress management, and self-care practices to ensure their overall effectiveness and job satisfaction.

Province of the
EASTERN CAPE
EDUCATION

2016 - 2017

CHANGE MANAGEMENT

- **Change Readiness Assessment:** Conduct an assessment to evaluate the organization's readiness for implementing the Enterprise Document Management System. Identify potential challenges, resistance to change, and areas requiring additional support.
- **Change Strategy Development:** Collaborate with key stakeholders to develop a comprehensive change management strategy for the implementation of the Enterprise Document Management System. Define the vision, goals, and objectives of the change initiative.
- **Stakeholder Engagement:** Assist in identifying and engaging relevant stakeholders throughout the implementation process. Develop communication plans to ensure stakeholders are informed, aligned, and actively involved in the change effort.
- **Training and Development:** Design and deliver training programs to equip employees with the necessary skills and knowledge to effectively use the Enterprise Document Management System. Provide ongoing support and guidance to address any learning gaps or challenges.
- **Change Communication:** Develop a communication plan to effectively communicate the benefits, purpose, and progress of the Enterprise Document Management System implementation. Craft messages and materials to ensure clear, consistent, and timely communication with all stakeholders.
- **Resistance Management:** Identify potential sources of resistance to the change and develop strategies to address them. Work closely with individuals and teams to address concerns, provide support, and build a culture of openness and acceptance.
- **Performance Monitoring and Evaluation:** Establish mechanisms to monitor the implementation progress, track performance, and measure the effectiveness of the Enterprise Document Management System. Provide regular updates and feedback to stakeholders and adjust strategies as needed.
- **Leadership Alignment and Support:** Coach and mentor leaders within the Eastern Cape Department of Education to ensure their understanding, commitment, and active participation in the change process. Support leaders in driving and sustaining the change effort.
- **Process Improvement and Optimization:** Collaborate with relevant departments to review existing processes and workflows and identify opportunities for improvement and optimization. Provide recommendations to align processes with the Enterprise Document Management System.
- **Sustainability Planning:** Assist in developing plans to ensure the long-term sustainability and continuous improvement of the Enterprise Document Management System. Help establish governance structures, performance metrics, and feedback mechanisms to support ongoing success.

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Province of the
EASTERN CAPE
EDUCATION

2014 - 2015

COACHING OF PRINCIPALS FROM 400 UNDERPERFORMING SCHOOLS

- **Needs Assessment:** Conduct a comprehensive needs assessment to identify the specific challenges and areas of improvement for each principal and their respective schools. Gather data on academic performance, leadership capabilities, and the overall school environment.
- **Goal Setting:** Collaborate with each principal to establish clear goals and objectives for school improvement. Set targets related to academic achievement, student engagement, teacher effectiveness, and overall school culture.
- **Instructional Leadership:** Support principals in developing their instructional leadership skills. Provide guidance on curriculum implementation, data analysis, instructional strategies, and teacher professional development to drive academic improvement.
- **Data-Driven Decision Making:** Help principals use data effectively to inform their decision-making processes. Train them to analyze performance data, identify trends, and make evidence-based decisions to address areas of weakness.
- **School Culture and Climate:** Guide principals in fostering a positive and inclusive school culture that supports student learning and engagement. Assist in creating strategies to promote collaboration, student discipline, and a safe learning environment.
- **Stakeholder Engagement:** Assist principals in building strong relationships with various stakeholders, including teachers, students, parents, and the local community. Provide strategies for effective communication, collaboration, and involving stakeholders in the school improvement process.
- **Professional Development:** Design and deliver professional development programs tailored to the specific needs of principals. Offer training in leadership skills, instructional practices, data analysis, and effective school management.
- **Performance Monitoring and Evaluation:** Establish systems to monitor and evaluate the progress of each school. Develop performance metrics and data collection methods to track improvements and identify areas that require further attention.
- **Coaching and Mentoring:** Provide ongoing coaching and mentoring to principals to support their professional growth and development. Offer guidance, feedback, and resources to enhance their leadership skills and address specific challenges.
- **Collaboration and Networking:** Facilitate opportunities for principals to collaborate and share best practices with each other. Create networks or communities of practice where principals can learn from one another, exchange ideas, and support each other's growth.

THE WORK WE HAVE DONE

Province of the
EASTERN CAPE
HEALTH

CECILIA MAKIWANE HOSPITAL(CMH): TRANSITION TO THE NEWLY BUILT HOSPITAL

2015 - 2016

CMH SENIOR CHANGE MANAGEMENT & ORGANISATIONAL DEVELOPMENT INTERVENTION

- **Change Readiness Assessment:** Conduct a comprehensive assessment to determine the hospital's readiness for the transition. Identify potential challenges, assess staff readiness, and gather input from key stakeholders to inform the change management strategy.
- **Change Management Strategy:** Develop a tailored change management strategy specifically designed for the transition from the old to the new hospital. Define clear objectives, outline key activities, establish a timeline, and create a communication plan to guide the entire process.
- **Leadership Development:** Provide leadership development programs to equip hospital leaders with the skills and competencies needed to navigate the transition effectively. Offer training in change leadership, communication, decision-making, and managing transitions to support their roles during the move to the new hospital.
- **Stakeholder Engagement:** Engage and involve key stakeholders throughout the transition process, including hospital leadership, staff, patients, and community members. Develop strategies to ensure their understanding, support, and active participation in the change initiative.
- **Communication Planning:** Develop and implement a robust communication plan to keep all stakeholders informed and engaged during the transition. Create clear and consistent messaging, utilizing various channels, to provide updates on progress, benefits, and impacts of the move to the new hospital.
- **Training and Development:** Identify the training needs of hospital staff related to the transition and develop and deliver targeted training programs. Provide support and guidance to help staff adapt to new processes, systems, and workflows in the new hospital environment.
- **Culture and Organizational Alignment:** Facilitate a culture shift that aligns with the goals and vision of the new hospital. Develop strategies to promote collaboration, adaptability, and a patient-centric approach, ensuring that the organizational culture supports the desired changes.
- **Performance Management:** Review and align performance management systems with the goals and objectives of the new hospital. Establish performance metrics, feedback mechanisms, and accountability structures to ensure continuous improvement and alignment with the new organizational context.
- **Risk Management:** Identify potential risks associated with the transition and develop risk management strategies to mitigate challenges that may arise. Monitor progress, identify bottlenecks, and proactively address issues to minimize disruptions and ensure a smooth transition.
- **Evaluation and Continuous Improvement:** Establish mechanisms to measure and evaluate the success of the transition process. Collect feedback, analyze data, and provide recommendations for ongoing improvement and refinement of the transition strategy.

Walter Sisulu
University Foundation

Curriculum Development and Implementation

2014 - 2015

- **Training Needs Assessment:** Conduct a comprehensive assessment of the training needs related to Health Systems Strengthening and Palliative Care within the OR Tambo Health District. Identify gaps in knowledge, skills, and competencies among healthcare professionals and other relevant stakeholders.
- **Curriculum Development:** Develop a curriculum that aligns with the objectives of the CaSIPO project and addresses the identified training needs. Design modules or courses covering topics such as health systems management, palliative care principles, patient care, and support services.
- **Training Material Development:** Create training materials, including presentations, handouts, case studies, and exercises, to support the delivery of the curriculum. Ensure the materials are comprehensive, engaging, and accessible to the target audience.
- **Facilitation and Training Delivery:** Conduct training sessions to deliver the curriculum to healthcare professionals and stakeholders in the OR Tambo Health District. Utilize interactive and participatory training methodologies to enhance learning and knowledge retention.
- **Monitoring and Evaluation:** Establish mechanisms to monitor and evaluate the effectiveness of the training interventions. Collect feedback from participants, assess changes in knowledge and skills, and measure the impact of the training on the implementation of Health Systems Strengthening and Palliative Care in the district.
- **Stakeholder Engagement:** Collaborate with relevant stakeholders, including healthcare professionals, district health authorities, and community organizations, to ensure their active involvement and support in the implementation of the training program. Foster partnerships and coordination to promote sustainability and alignment with the CaSIPO project objectives.
- **Train-the-Trainer Programs:** Identify potential trainers within the OR Tambo Health District and develop train-the-trainer programs to build their capacity to deliver the training in the long term. Provide guidance, mentoring, and support to ensure high-quality training delivery.
- **Supportive Resources and Tools:** Develop and provide supplementary resources and tools to support the implementation of Health Systems Strengthening and Palliative Care. This may include guidelines, protocols, job aids, and reference materials that can be used by healthcare professionals in their daily practice.
- **Collaboration with CaSIPO Project Team:** Collaborate closely with the CaSIPO project team to ensure alignment with project objectives, share progress and outcomes, and gather insights and feedback for continuous improvement.
- **Reporting and Documentation:** Prepare regular reports documenting the training activities, outcomes, challenges, and recommendations. Provide updates to project stakeholders and contribute to knowledge-sharing efforts within the field of Health Systems Strengthening and Palliative Care.

O.R. TAMBO DISTRICT MUNICIPALITY

2014 - 2015

Leadership Development: Management

- **Leadership Competency Assessment:** Conduct assessments to identify the leadership competencies and skills gaps within the organization. This assessment will help in tailoring the leadership development program to the specific needs of the participants.
- **Customized Leadership Development Curriculum:** Design a comprehensive leadership development curriculum that covers topics such as effective communication, decision-making, strategic thinking, emotional intelligence, and change management. Tailor the curriculum to address the specific challenges and goals of the organization.
- **Management Skills Training:** Deliver training sessions or workshops on essential management skills such as goal setting, delegation, performance management, and effective feedback. Provide tools and techniques to enhance managers' abilities to lead and inspire their teams.
- **Conflict Resolution Training:** Facilitate conflict resolution workshops to equip managers with the skills and strategies to manage conflicts within their teams effectively. Train them in communication techniques, active listening, negotiation, and problem-solving to promote constructive resolution of conflicts.
- **Team Dynamics Enhancement:** Conduct team dynamics workshops to foster collaboration, trust, and effective teamwork within the organization. Provide team-building exercises, communication exercises, and workshops on building high-performing teams to improve overall team dynamics.
- **Individual and Group Coaching:** Offer individual coaching sessions to provide personalized support to managers in their leadership development journey. Conduct group coaching sessions to encourage peer learning, collaboration, and sharing of best practices among participants.
- **Leadership Assessments and Feedback:** Utilize leadership assessments and 360-degree feedback tools to provide managers with valuable insights into their leadership strengths and areas for development. Help them create personalized development plans to enhance their leadership effectiveness.
- **Action Learning Projects:** Incorporate action learning projects into the leadership development program. Assign managers real-world challenges or projects that require them to apply their newly acquired skills and knowledge. Provide guidance and support as they work through these projects.
- **Ongoing Support and Follow-up:** Provide ongoing support and follow-up sessions to reinforce learning, address challenges, and track progress. Offer resources, mentoring, and guidance to ensure the long-term development and application of leadership skills.
- **Evaluation and Measurement:** Develop evaluation measures to assess the impact and effectiveness of the leadership development program. Collect feedback, conduct surveys, and measure key performance indicators to gauge the program's success and identify areas for improvement.

Cooperative Governance
Traditional Affairs

2009

Organisational Culture and Values Alignment

- **Culture Assessment:** Conduct a thorough assessment of the existing organizational culture and values within the corporate governance and traditional affairs department. Use surveys, interviews, and other data collection methods to gather insights on current culture, values, and their alignment with organizational goals.
- **Gap Analysis:** Identify gaps between the desired culture and values and the current state. Analyze the findings from the culture assessment to identify areas where alignment is lacking and where improvements are needed.
- **Culture and Values Definition:** Work with key stakeholders to define and articulate the desired culture and values for the corporate governance and traditional affairs department. This involves developing a clear and compelling vision for the desired culture and values that align with the organization's overall goals and objectives.
- **Communication and Engagement:** Develop a communication plan to effectively communicate the desired culture and values to employees and stakeholders. Engage employees in discussions and workshops to foster understanding, ownership, and commitment to the new culture and values.
- **Policy and Process Alignment:** Review and align organizational policies, processes, and procedures to ensure they support and reinforce the desired culture and values. Identify areas where policies and practices may need to be updated or revised to align with the new culture.
- **Leadership Development:** Provide leadership development programs and coaching to leaders within the corporate governance and traditional affairs department. Focus on developing their ability to model and promote the desired culture and values, and to lead by example in driving cultural change.
- **Employee Training and Development:** Design and deliver training programs that equip employees with the knowledge, skills, and behaviors required to embody the desired culture and values. This may include workshops on ethical decision-making, professional conduct, teamwork, and communication.
- **Performance Management Alignment:** Review and align performance management systems, including goal setting, performance appraisal, and recognition, to reflect and reinforce the desired culture and values. Develop metrics and indicators to measure progress in culture alignment.
- **Change Management Support:** Provide change management support to ensure a smooth transition to the desired culture and values. This includes addressing resistance to change, facilitating open communication, and providing ongoing support and guidance to employees and leaders throughout the process.
- **Evaluation and Continuous Improvement:** Establish mechanisms to evaluate the effectiveness of the culture and values alignment efforts. Monitor progress, collect feedback, and measure key indicators to assess the impact of the interventions. Use the insights gained to make adjustments and continuously improve the alignment process.

Province of the
EASTERN CAPE
SAFETY & LIAISON

2012

Organisational Culture and Values Alignment

- **Culture Assessment:** Conduct a thorough assessment of the existing organizational culture and values within the corporate governance and traditional affairs department. Use surveys, interviews, and other data collection methods to gather insights on current culture, values, and their alignment with organizational goals.
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OLDMUTUAL

2014

Change Mangement

- **Change Management Roadshow Planning:** Develop a comprehensive plan for a Change Management Roadshow to effectively communicate the upcoming changes, address concerns, and generate enthusiasm among employees. Define the objectives, target audience, locations, and duration of the roadshow.
- **Roadshow Content and Presentations:** Create engaging and informative presentations and materials that clearly articulate the need for change, the benefits, and the impact on employees. Customize the content to address specific concerns and resistance related to the changes. Include interactive activities and opportunities for employees to ask questions and provide feedback.
- **Roadshow Logistics:** Coordinate logistics for the roadshow, including scheduling, venue arrangements, equipment setup, and travel arrangements if necessary. Ensure that all necessary resources and materials are available during the roadshow.
- **Stakeholder Engagement:** Engage key stakeholders, such as senior leaders, managers, and employee representatives, to actively participate in the roadshow. Seek their support in delivering key messages, addressing concerns, and fostering a sense of ownership and commitment to the change process.
- **Conflict Management Training:** Develop and deliver conflict management training sessions to equip employees and managers with the skills and strategies to effectively handle and resolve conflicts that may arise during the change process. Provide practical techniques for active listening, negotiation, and finding win-win solutions.
- **Communication and Feedback Channels:** Establish clear and accessible channels for communication and feedback throughout the change process. This can include regular town hall meetings, feedback sessions, online forums, and surveys. Ensure that employees feel heard and that their concerns are addressed promptly.
- **Conflict Resolution Guidelines:** Develop guidelines or a framework to guide employees and managers in resolving conflicts in a constructive and respectful manner. Provide clear steps for conflict resolution and encourage open dialogue and collaboration.
- **Coaching and Support:** Offer coaching and support to managers and leaders to help them effectively manage conflicts within their teams. Provide guidance on conflict resolution strategies, active listening, and facilitating open communication.
- **Monitoring and Evaluation:** Monitor the effectiveness of the change management roadshow and conflict management initiatives. Collect feedback, assess the impact on employee engagement and satisfaction, and make adjustments as needed to ensure continuous improvement.
- **Documentation and Reporting:** Keep records of the change management roadshow activities, including attendance, feedback received, and actions taken. Prepare reports documenting the progress, challenges, and outcomes of the roadshow and conflict management efforts.

2010

Organisational Culture and Values Alignment

- **Organizational Culture Assessment:** Conduct a comprehensive assessment of the current organizational culture, including values, norms, and behaviors. Use surveys, interviews, and observations to gather data and identify areas for improvement.
- **Culture Transformation Strategy:** Develop a customized culture transformation strategy that aligns with the organization's vision, mission, and strategic goals. Outline the steps and initiatives needed to create a desired culture that supports employee engagement, innovation, and high performance.
- **Culture Workshops and Training:** Facilitate workshops and training sessions to educate employees and leaders about the desired culture. Provide insights on the importance of culture, its impact on organizational success, and specific behaviors that support the desired culture. Engage participants in activities and discussions to foster understanding and commitment to cultural change.
- **Values Integration:** Help the organization define or refine its core values and integrate them into daily practices, decision-making processes, and performance management systems. Develop tools and guidelines to reinforce the values and ensure they are cascaded throughout the organization.
- **Executive Coaching:** Provide one-on-one executive coaching to senior leaders, focusing on enhancing their leadership skills, self-awareness, and effectiveness in driving cultural change. Offer guidance and support to address specific challenges related to culture transformation and aligning leadership behaviors with the desired culture.
- **Leadership Development Programs:** Design and deliver leadership development programs that equip leaders with the necessary skills and competencies to drive cultural change. This may include training in areas such as effective communication, change management, emotional intelligence, and fostering a positive work environment.
- **Performance Management Alignment:** Assist in aligning the performance management system with the desired culture. Review and revise performance metrics, feedback mechanisms, and recognition processes to ensure they promote and reinforce the desired behaviors and values.
- **Employee Engagement Initiatives:** Develop initiatives to enhance employee engagement and foster a positive culture. This may include employee feedback mechanisms, recognition programs, team-building activities, and opportunities for employee involvement and empowerment.
- **Change Communication Planning:** Develop a communication plan to effectively communicate the cultural change initiatives to employees at all levels. Craft key messages, select appropriate communication channels, and provide ongoing updates and reinforcement to ensure understanding and alignment.
- **Monitoring and Evaluation:** Establish mechanisms to monitor the progress of cultural change initiatives and evaluate their effectiveness. Collect feedback, measure key performance indicators, and assess employee perceptions to gauge the impact of the interventions. Use the insights gained to make adjustments and continuously improve the culture transformation process.

Organisational Culture and Values Alignment

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- **Culture and Values Definition:** Work with key stakeholders to define and articulate the desired culture and values for the corporate governance and traditional affairs department. This involves developing a clear and compelling vision for the desired culture and values that align with the organization's overall goals and objectives.
- **Communication and Engagement:** Develop a communication plan to effectively communicate the desired culture and values to employees and stakeholders. Engage employees in discussions and workshops to foster understanding, ownership, and commitment to the new culture and values.
- **Policy and Process Alignment:** Review and align organizational policies, processes, and procedures to ensure they support and reinforce the desired culture and values. Identify areas where policies and practices may need to be updated or revised to align with the new culture.
- **Leadership Development:** Provide leadership development programs and coaching to leaders within the corporate governance and traditional affairs department. Focus on developing their ability to model and promote the desired culture and values, and to lead by example in driving cultural change.
- **Employee Training and Development:** Design and deliver training programs that equip employees with the knowledge, skills, and behaviors required to embody the desired culture and values. This may include workshops on ethical decision-making, professional conduct, teamwork, and communication.
- **Performance Management Alignment:** Review and align performance management systems, including goal setting, performance appraisal, and recognition, to reflect and reinforce the desired culture and values. Develop metrics and indicators to measure progress in culture alignment.
- **Change Management Support:** Provide change management support to ensure a smooth transition to the desired culture and values. This includes addressing resistance to change, facilitating open communication, and providing ongoing support and guidance to employees and leaders throughout the process.
- **Evaluation and Continuous Improvement:** Establish mechanisms to evaluate the effectiveness of the culture and values alignment efforts. Monitor progress, collect feedback, and measure key indicators to assess the impact of the interventions. Use the insights gained to make adjustments and continuously improve the alignment process.

AIRBUS
HELICOPTERS

Emotional Intellegence Intervention: Conflict Resolution

- **Workshop Design and Content:** Develop a comprehensive emotional intelligence workshop curriculum that covers key concepts, skills, and techniques. Include interactive exercises, case studies, and self-reflection activities to facilitate learning and application of emotional intelligence principles.
- **Workshop Facilitation:** Deliver engaging and interactive emotional intelligence workshops to participants. Utilize various instructional methods such as presentations, group discussions, role-playing, and experiential activities to enhance understanding and skill development.
- **Emotional Intelligence Assessments:** Administer emotional intelligence assessments, such as the EQ-i 2.0 or other validated tools, to participants before and after the workshop. Analyze the assessment results to provide individuals with personalized feedback on their emotional intelligence competencies and areas for improvement.
- **Self-Awareness and Self-Management Training:** Help participants develop self-awareness by recognizing and understanding their own emotions, triggers, and patterns of behavior. Provide strategies and techniques to enhance self-management, such as stress management, impulse control, and resilience building.
- **Social Awareness and Relationship Management Training:** Guide participants in developing social awareness by understanding the emotions and perspectives of others. Provide techniques for effective communication, empathy, conflict resolution, and building positive relationships.
- **Application and Integration Support:** Assist participants in transferring the knowledge and skills gained in the workshop into their daily lives and work environments. Offer ongoing support, coaching, and resources to help them apply emotional intelligence principles effectively.
- **Leadership Integration:** Customize the emotional intelligence workshop content and delivery to address the specific needs of leaders and managers. Focus on enhancing their leadership effectiveness, decision-making, and team management skills through emotional intelligence.
- **Organizational Integration:** Work with the organization to integrate emotional intelligence principles into its culture, policies, and practices. Collaborate with HR and leadership to ensure alignment with organizational goals and values.
- **Follow-up and Evaluation:** Conduct post-workshop evaluations to assess the impact of the emotional intelligence training. Gather feedback from participants and stakeholders to measure the effectiveness of the workshop and identify areas for improvement.

Emotional Intellegence Intervention: Leadership Conflict Resolution

- **Workshop Design and Content:** Develop a comprehensive emotional intelligence workshop curriculum that covers key concepts, skills, and techniques. Include interactive exercises, case studies, and self-reflection activities to facilitate learning and application of emotional intelligence principles.
- **Workshop Facilitation:** Deliver engaging and interactive emotional intelligence workshops to participants. Utilize various instructional methods such as presentations, group discussions, role-playing, and experiential activities to enhance understanding and skill development.
- **Emotional Intelligence Assessments:** Administer emotional intelligence assessments, such as the EQ-i 2.0 or other validated tools, to participants before and after the workshop. Analyze the assessment results to provide individuals with personalized feedback on their emotional intelligence competencies and areas for improvement.
- **Self-Awareness and Self-Management Training:** Help participants develop self-awareness by recognizing and understanding their own emotions, triggers, and patterns of behavior. Provide strategies and techniques to enhance self-management, such as stress management, impulse control, and resilience building.
- **Social Awareness and Relationship Management Training:** Guide participants in developing social awareness by understanding the emotions and perspectives of others. Provide techniques for effective communication, empathy, conflict resolution, and building positive relationships.
- **Application and Integration Support:** Assist participants in transferring the knowledge and skills gained in the workshop into their daily lives and work environments. Offer ongoing support, coaching, and resources to help them apply emotional intelligence principles effectively.
- **Leadership Integration:** Customize the emotional intelligence workshop content and delivery to address the specific needs of leaders and managers. Focus on enhancing their leadership effectiveness, decision-making, and team management skills through emotional intelligence.
- **Organizational Integration:** Work with the organization to integrate emotional intelligence principles into its culture, policies, and practices. Collaborate with HR and leadership to ensure alignment with organizational goals and values.
- **Follow-up and Evaluation:** Conduct post-workshop evaluations to assess the impact of the emotional intelligence training. Gather feedback from participants and stakeholders to measure the effectiveness of the workshop and identify areas for improvement.

ECRDA
Eastern Cape Rural Development Agency

Leadership Development Intervention: Values Alignment

- **Program Design:** Develop a comprehensive leadership development program based on the concepts and principles outlined in your book. Define the program objectives, structure, and duration, considering the specific needs and context of the target audience.
- **Curriculum Development:** Create a curriculum that encompasses key themes and topics from your book, such as self-awareness, adaptability, ethical decision-making, collaboration, and innovation. Design engaging learning activities, case studies, and exercises to facilitate participants' understanding and application of the leadership principles.
- **Workshop Facilitation:** Deliver dynamic and interactive workshops based on the developed curriculum. Utilize various instructional techniques, including presentations, group discussions, experiential learning, and simulations, to engage participants and foster their leadership development.
- **Individual Assessments:** Conduct individual assessments, such as leadership assessments or personality assessments, to provide participants with insights into their leadership strengths, areas for development, and opportunities for growth. Offer personalized feedback and guidance based on the assessment results.
- **Self-Reflection and Journaling:** Encourage participants to engage in self-reflection activities and journaling exercises to deepen their understanding of the leadership principles presented in your book. Provide prompts and guidance for reflection and encourage participants to apply their insights to their leadership practices.
- **Coaching and Mentoring:** Offer individual coaching or mentoring sessions to participants to provide personalized support and guidance in their leadership development journey. Help them set goals, address challenges, and leverage their strengths to become effective leaders in the 21st century.
- **Leadership Action Projects:** Assign participants leadership action projects or assignments that allow them to apply the concepts and principles from your book in real-world scenarios. Provide guidance and feedback as they work on these projects, and encourage them to reflect on their experiences and lessons learned.
- **Networking and Peer Learning:** Facilitate networking opportunities and peer learning sessions where participants can share their experiences, insights, and best practices. Foster a collaborative learning environment where participants can learn from one another and build valuable relationships.
- **Online Learning Resources:** Develop online learning resources, such as videos, articles, and interactive modules, to complement the in-person workshops and provide ongoing learning support. Make these resources accessible to participants to reinforce leadership concepts and facilitate continuous learning.
- **Program Evaluation:** Conduct evaluations and assessments throughout the program to measure its effectiveness and impact. Gather feedback from participants to identify strengths and areas for improvement. Use the insights gained to refine the program and ensure its ongoing relevance and value.

Business
P A R T N E R S
Investing in Entrepreneurs

Executive Coaching: CFO and Management Team

- **Individual Coaching Sessions:** Conduct one-on-one coaching sessions with the CFO and other members of the management team. These sessions focus on their individual development needs, goals, and challenges. Provide a confidential space for reflection, guidance, and support to enhance their leadership effectiveness.
- **Goal Setting and Action Planning:** Collaborate with the CFO and management team members to define their leadership goals and create action plans to achieve them. Help them identify areas for improvement, leverage their strengths, and set specific, measurable, achievable, relevant, and time-bound (SMART) goals.
- **Leadership Assessment and Feedback:** Administer leadership assessments or gather feedback from relevant stakeholders to gain insights into the CFO's and management team's leadership competencies, strengths, and areas for development. Provide them with a comprehensive feedback report and guide them in leveraging their strengths and addressing development areas.
- **Skill Development: S**upport the CFO and management team in acquiring and refining essential leadership skills. Offer targeted coaching on topics such as strategic thinking, communication, decision-making, problem-solving, influencing, and change management, tailored to their specific needs and organizational context.
- **Emotional Intelligence Enhancement:** Help the CFO and management team members develop emotional intelligence competencies such as self-awareness, self-regulation, empathy, and relationship management. Offer strategies and techniques to improve their emotional intelligence and apply it effectively in their leadership roles.
- **Performance and Career Development:** Assist the CFO and management team in aligning their leadership development with organizational goals and objectives. Support them in enhancing their performance, expanding their leadership capabilities, and planning their career growth within the organization.
- **Conflict Resolution and Relationship Building:** Provide guidance on conflict resolution, effective communication, and relationship building within the team and with other stakeholders. Help them navigate challenging situations, foster collaboration, and build positive working relationships.
- **Change Management Support:** Assist the CFO and management team in leading and managing change initiatives within the organization. Offer strategies and tools to navigate resistance, communicate change effectively, and foster a positive change culture.
- **Accountability and Progress Monitoring:** Establish mechanisms to track progress and hold the CFO and management team members accountable for their leadership development goals and action plans. Provide ongoing support, encouragement, and feedback to ensure continuous growth and improvement.
- **Confidentiality and Trust:** Maintain strict confidentiality throughout the coaching process, creating a safe and trusting environment where the CFO and management team members can openly discuss challenges, concerns, and sensitive issues.
-

FIRSTRAND

Executive Coaching: CFO and Management Team

- **Individual Coaching Sessions:** Conduct one-on-one coaching sessions with the CFO and other members of the management team. These sessions focus on their individual development needs, goals, and challenges. Provide a confidential space for reflection, guidance, and support to enhance their leadership effectiveness.
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28

NEDBANK

Change Management: FICA Adoption

- **Change Readiness Assessment:** Conduct an assessment to evaluate the organization's readiness for implementing the Enterprise Document Management System. Identify potential challenges, resistance to change, and areas requiring additional support.
- **Change Strategy Development:** Collaborate with key stakeholders to develop a comprehensive change management strategy for the implementation of the Enterprise Document Management System. Define the vision, goals, and objectives of the change initiative.
- **Stakeholder Engagement:** Assist in identifying and engaging relevant stakeholders throughout the implementation process. Develop communication plans to ensure stakeholders are informed, aligned, and actively involved in the change effort.
- **Training and Development:** Design and deliver training programs to equip employees with the necessary skills and knowledge to effectively use the Enterprise Document Management System. Provide ongoing support and guidance to address any learning gaps or challenges.
- **Change Communication:** Develop a communication plan to effectively communicate the benefits, purpose, and progress of the Enterprise Document Management System implementation. Craft messages and materials to ensure clear, consistent, and timely communication with all stakeholders.
- **Resistance Management:** Identify potential sources of resistance to the change and develop strategies to address them. Work closely with individuals and teams to address concerns, provide support, and build a culture of openness and acceptance.
- **Performance Monitoring and Evaluation:** Establish mechanisms to monitor the implementation progress, track performance, and measure the effectiveness of the Enterprise Document Management System. Provide regular updates and feedback to stakeholders and adjust strategies as needed.
- **Leadership Alignment and Support:** Coach and mentor leaders within the Eastern Cape Department of Education to ensure their understanding, commitment, and active participation in the change process. Support leaders in driving and sustaining the change effort.
- **Process Improvement and Optimization:** Collaborate with relevant departments to review existing processes and workflows and identify opportunities for improvement and optimization. Provide recommendations to align processes with the Enterprise Document Management System.
- **Sustainability Planning:** Assist in developing plans to ensure the long-term sustainability and continuous improvement of the Enterprise Document Management System. Help establish governance structures, performance metrics, and feedback mechanisms to support ongoing success.

Change Management MyFNB Risk Platform

- **Change Readiness Assessment:** Conduct an assessment to evaluate the organization's readiness for implementing the Enterprise Document Management System. Identify potential challenges, resistance to change, and areas requiring additional support.
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- **Stakeholder Engagement:** Assist in identifying and engaging relevant stakeholders throughout the implementation process. Develop communication plans to ensure stakeholders are informed, aligned, and actively involved in the change effort.
- **Training and Development:** Design and deliver training programs to equip employees with the necessary skills and knowledge to effectively use the Enterprise Document Management System. Provide ongoing support and guidance to address any learning gaps or challenges.
- **Change Communication:** Develop a communication plan to effectively communicate the benefits, purpose, and progress of the Enterprise Document Management System implementation. Craft messages and materials to ensure clear, consistent, and timely communication with all stakeholders.
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- **Sustainability Planning:** Assist in developing plans to ensure the long-term sustainability and continuous improvement of the Enterprise Document Management System. Help establish governance structures, performance metrics, and feedback mechanisms to support ongoing success.

RESPONSE FROM OUR CLIENTS

TESTIMONIALS
WHAT CLIENTS HAVE TO SAY

This program really made me aware of my emotions and how to deal with my emotions at different situations. I now know how to react when faced with different trials. This has been a real eye opener. Thank you for the course

Zeyaad Ebrahim
MRO Manager

The program was wow!! This is the beginning of a journey for me. It has been an eye opener and the things I have learnt these past 2 days were priceless. Thank you Luthando Daniels

Rueelche Scholtz
Sales Admin Manager

The program helped me understand the short comings in my life. And that I need to look at what I need to change at work and at home. Very Good.
Francois Van Staden

Planning Manager

You were an excellent facilitator and I would recommend you and this course anytime. Your knowledge about the topic comes through in your facilitation style and is enhanced by your humble attitude.
Martha Collett
Regional Manger
CathsSeta

The facilitator was very confident with presenting the course material. He is very knowledgeable and adds humor to the lesson. He can facilitate difficult material and can handle the in depth material very well. A very positive person

Most often than not audience like the term "tool used was not ideal for the exercise" but in this case, I can safely say the tool is SABS approved as it gave a true reflection of the state of the organization.
(Dr. Luvuyo Bayeni)
CMH

The report is an excellent reflection of the state of our organization and calibre of our management. I further recommend that this exercise be done annually none form or another to assist a structured intervention and enrich our operational planning process.
 (Dr. Mthandeki Xhamlashe)
CMH CEO

 Every nation wishes to achieve the best for its citizens. It demonstrates this through how it structures and manages its social arrangements which exist in the form of companies, organisations and even government structures. It raises its citizens with the high hopes that they would apply appropriate values to ensure achievement of national objectives that are usually expressed in its Constitution. However, great performance at the workplace is not guaranteed thus the need for many organisations, companies and leaders to be assisted so that leadership and personal excellence are realised. The Emotional Climate Surveys are designed to achieve exactly that – assist leaders and their organisations to succeed in their business environment by applying valuesbased approaches to doing business. Without values grounded leadership, companies will not succeed in achieving excellence in globally competitive environments.

Dr Malixole Percy Mahlathi [MB ChB, AMP, MPhil, PhD]
Director: Selizwe Leadership Academy

LET'S CONNECT

CONTACT DETAILS

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Centurion
Pretoria
0157

DANIELS INSTITUTE

POLARISING A CULTURE OF CONSCIOUS LEADERSHIP