

## Enabling Leadership Capability

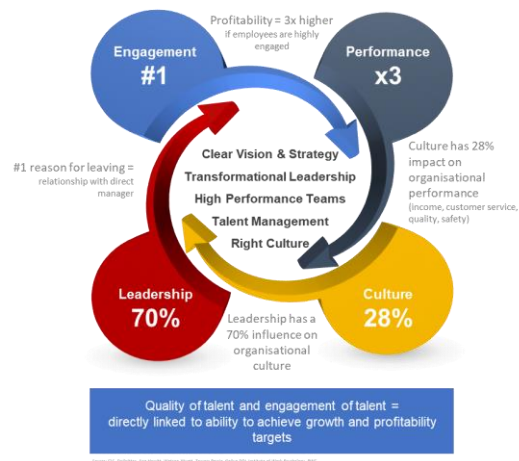
We architect creative, customize, future fit leadership and team development strategies, assessments, coaching and learning options to accelerate leadership competence, succession and growth at all levels.

### CHALLENGES

Can you confidently answer any of the following?

- What leadership capabilities do you require in the future – how big is the gap?
- How do you accelerate leadership development for succession, impact, decisions and results?
- How do you manage the transformation diversity and inclusion dynamic?
- How do you build foundation capabilities i.e. personal mastery, emotional resilience, curiosity, agility, collaboration?
- How do you build a continuous self driven learning culture?
- How do you integrate learning into work for immediate performance and results?
- How do you design learning journeys using the science of learning and change?

### DRIVERS OF HIGH PERFORMANCE



### DO YOU NEED A CATALYST?

Wherever you are on your leadership development journey, we can partner with you to innovate and accelerate your leadership readiness using a unique blend of science and practicality.

**Catalysts for business results through people**  
We co-create customised, future-fit solutions, shift mindsets and build purposeful, capable people who impact business, communities and South Africa



### BUSINESS CASE

Executives are recognising the challenges, risks and necessity for accelerating learning and change in their organisations in order to respond proactively to the digital transformation, innovation, changing customer and workforce needs and global competitiveness requirements. *Toward Maturity Benchmark Report 2017*

### ORGANISATION RISKS

External	↑ Revenue 10%	↑ Productivity 14%	↓ Costs 18%
Internal	↑ Pace of Change Processes 24%	↑ Product Rollout 25%	↓ Delivery Time 27%

### PEOPLE RISKS

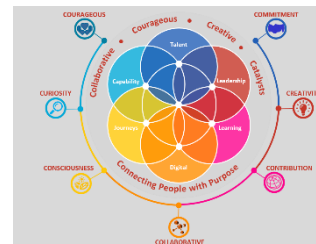
External	↑ Customer Satisfaction 18%	↓ Staff Turnover 7%	↓ Study Time (off-job) 21%
Internal	↑ Employee Satisfaction 18%	↑ Speed to Competency 15%	↑ Staff Qualifications 16%



### WHO IS CATALYST

**Catalysts for business results through people**  
We co-create customised, future-fit solutions, shift mindsets and build purposeful, capable people who impact business, communities and South Africa

Strategic Catalysts Talent Leadership Performance Learning Teams Change Engagement



**Collaborative, Courageous ...** authentic, curious, conscious, bold, life-long learners, willing to co-create, confront the truth and build meaningful partnerships and impact

**Creative Catalysts...** activating and accelerating learning and change through innovative, future fit, agile, bespoke people solutions

**Connecting People with Purpose ...** Connecting, aligning and energizing people and teams with their organisation and own purpose ... Connecting people, ideas, technology or providers to fulfil needs and create meaning

### TRACK RECORD

We've been successfully building leadership capability at numerous clients for over 20 years.



### WHAT OUR CLIENTS SAY

Catalyst assisted tremendously by co-creating the "Personal & Leadership Effectiveness Journey", a graded learning journey, bite sized chunks, coaching, culminating in the deep and powerful "Alive" workshop. The professionalism, expertise, care and investment of the facilitators was extraordinary, results still felt on a daily basis, translated into significant value add to the business. I would recommend Catalyst and their approach and interventions wholeheartedly.  
*James Ryan, Head of Supply, BHP Billiton*

Catalyst facilitated a highly successful Leadership Development program for our senior managers. It was a stimulant for an organisation wide strategic change journey which achieved a measurable improvement in overall company performance. The program was extended to all our global operations. I have no hesitation in recommending Catalyst as a partner for organizational change, leadership and talent development in any organization that is committed to moving from "Good To Great" through effective change management.  
*Leigh Mann, Managing Director, Buckman (Asia & Africa)*

### CONTACT US

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## DIAGNOSING AND PRIORITISING NEEDS

Our leadership future profiling, assessment, coaching, learning journey design & system options and tools optimises the time and energy of leaders for accelerated learning that is strategic, just-in-time, relevant, customised and engaging



## WHY CATALYST

- ✓ Collaborative design and alignment with strategy, culture, leadership, talent and HC practices
- ✓ Blend of science, best practice and experience
- ✓ User-friendly, gamified tools and guides
- ✓ Enabling change and capability
- ✓ Collaboration with and technology partners to integrate strategy, process and functionality
- ✓ High engagement, gamified activations & branding campaigns
- ✓ Integrated solutions for coaching, assessments and accelerated development

## OUR NUMBERS

Proud history of long-term partnerships and collaborations.

International track record across **5** continents and more than **14** countries.

Recognised thought leaders – numerous articles and **3** books published.

Over **21** years of delivering results – since 1997.

Team of deeply experienced, specialists.

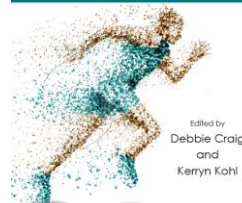
## OUR TOOLS

Our creative and practical design of accelerated learning journeys and practical tools and learning technology builds future fit leadership capability

- Leadership strategy & academy redesign for impact
- Leadership HPO, HPT & culture diagnostics
- HC architecture – levels of work, competencies
- Future fit leadership capabilities & DNA
- Assessment, profiling, feedback and supervised coaches & mentors
- Accelerated & neuro-learning design skills
- Deep personal mastery focus & licence to learn
- UMU mobile engagement & micro-learning
- Future fit leadership options, nano-sessions, Immersions guest speakers, experts etc
- Ennea 5 lenses TDD & modules
- Work integrated learning, RPL & strategic projects
- Digital designers, platforms & gamification options
- Tracking, measuring and engagement platforms
- Leadership team alignment & HPT journeys & surveys

## ACCELERATED Learning for Breakthrough Results

Whole brain, person and systems approach to accelerate learning, engagement, change and growth



Edited by Debbie Craig and Kerry Kohl

Learning Platforms: Axonify, Umu, SimTalent, Talent LMS, Lumise, Sinequanon, Learning Edge, Boardgames, cards, apps, etc.



## CO CREATING THE JOURNEY

We will co-create a systemic leadership journey with you and guide you in a new way of curating and co-ordinating self-driven and collaborative learning across all stakeholders

