

Accelerating learning

We bring innovative strategies, tools and learning options to accelerate learning through a whole person, whole brain and whole systems approach – embedding self-mastery, team mastery & a learning culture

CHALLENGES

Can you confidently answer any of the following?

- How do you accelerate learning for rapid change – new ways of work, skills, roles, systems, relationships?
- How do you build personal mastery, emotional resilience, curiosity, agility, collaboration?
- How do you shift mindsets to embrace diversity?
- How do you build a continuous self driven learning culture supported by leaders and managers?
- How do you integrate learning into work enabled by technology for immediate performance and results?
- How do you shift from classroom learning to blended learning journeys with measurable impact?
- How do you balance strategic and just-in-time learning needs with legislative requirements?



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*

DRIVERS OF A LEARNING CULTURE



DO YOU NEED A CATALYST?

Wherever you are in your learning and development maturity, we can partner with you to innovate and accelerate your organisation's ability to learn using a unique blend of science, technology and practicality.

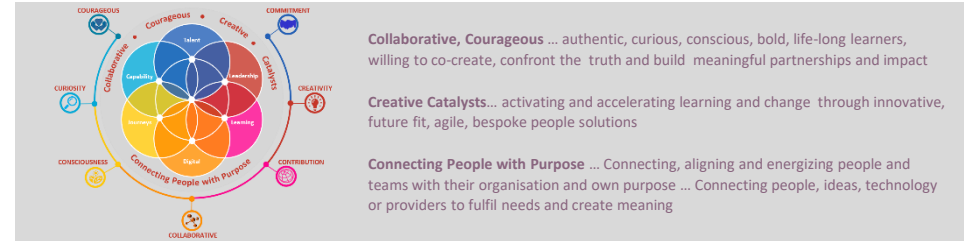
Catalysts for business results through people
We co-create customised, future-fit solutions, shift mindsets and build purposeful, capable people who impact business, communities and South Africa



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
Performance Leadership
Engagement Learning Teams
Change



TRACK RECORD

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



WHAT OUR CLIENTS SAY

Massmart – Jane/Christel
I really want to thank you guys for all your support, love and encouragement throughout the last year. You have become very dear friends and colleagues. Baie, baie dankie vir alles!!
Christel Terblanche, Massmart Corporate University, Head School of Leadership & Management Development

This was the best program I have ever attended! Workshop was great, lots of interaction. Learning was focused and addressed our needs - Informational and educational. Very practical and applicable to current work setup and situation. Well structured, relevant topics! Facilitator was excellent – engaging and patient but pushed us to think beyond our reality and current practice, good HR knowledge, fun to work with. Challenged and empowered me. Clearly formulated work book (user friendly). Informative, insightful. Interactive and practical.
Workshop Delegates, Aspen Pharmaceuticals

I'd like to once again thank you for all the work done to make our learning conference the success it was. We have received so much positive feedback from delegates and it's clear they all had a ball!
Carel Kruger | Head Leadership and Learning | Corporate & Investment Banking | Barclays Africa | ABSA

CONTACT US

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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%

DIAGNOSING AND PRIORITISING NEEDS

Our learning maturity diagnostic, strategy sessions and implementation partnering will enable you to reinvent or reinvigorate your learning capability and culture. We will co-create with you a customised journey including systems, designs, tools and capacity building for accelerated learning and individual and business readiness, performance and impact.



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

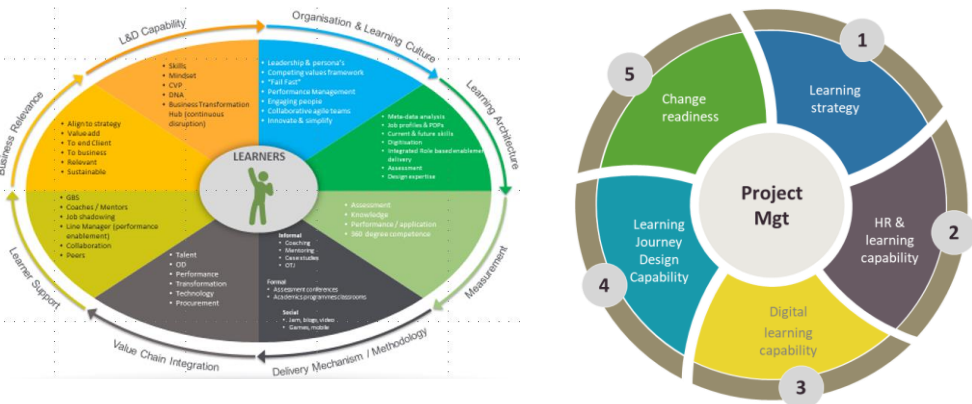
Proud history of long-term partnerships and collaborations.

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.



CO CREATING THE JOURNEY

We will co-create with you a customised learning maturity journey including systems, designs, tools and capacity building for accelerated learning and individual and business readiness, performance and impact.

PERSONA	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Digital L/S Change Management	Learning Readiness / Self-mastery	Assessing digital readiness	Session 1 (Platform Plan)	Session 2 (Platform Plan)	Session 3 (Platform Plan)	Session 4 (Platform Plan)	Session 5 (Platform Plan)	Session 6 (Platform Plan)	Session 7 (Platform Plan)
Full Value Chain (GM level)	Coach / Mentor (+ Access gap + plan)	Digital Case + Plan	Session 1 (Platform Plan)	Session 2 (Platform Plan)	Session 3 (Platform Plan)	Session 4 (Platform Plan)	Session 5 (Platform Plan)	Session 6 (Platform Plan)	Session 7 (Platform Plan)
Facilitated Sessions	Pre	Digital L/S	Post				Pre	Change Management	Post
Critical Career Experiences (Roles & Projects)				Digital Innovation Project + Change Management Role (Cross BU) + Leading a team					
Immersation Exposure			Join HR Digital Future + Singapore's Digital	Rotation 1 (BU)	Rotation 1 (BU)	Rotation 1 (BU)			
Social Team Learning			Webinar 1	Webinar 2	Webinar 3	Webinar 4			
Formal & Informal JIT Work Integration Learning	KPIs		Performance Review 1	Performance Review 2	Performance Review 3	Performance Review 4			



OUR TOOLS

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

- Learning strategy & academy redesign for impact
- UMU mobile engagement & micro-learning
- Learning culture and learning maturity diagnostics
- Future fit learning options, nano-sessions, immersions on-line
- Learner readiness and mindset assessment tools
- Customised learning modules and facilitators
- Future fit enterprise capabilities
- Work integrated learning, RPL & strategic projects
- Assessment, profiling, feedback and supervised coaches & mentors
- Digital designers, platforms & gamification options
- Accelerated & neuro-learning design skills
- Tracking, measuring and engagement platforms
- Deep personal mastery focus & Licence to Learn
- Team alignment & HPT journeys & surveys including Ennea 5 lens

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