

Navigating Strategic Transformation

We co-create and strategic change, culture, performance and engagement journeys with a whole systems approach and deep expertise in understanding people, performance, change, agility, complexity and high performance teams.

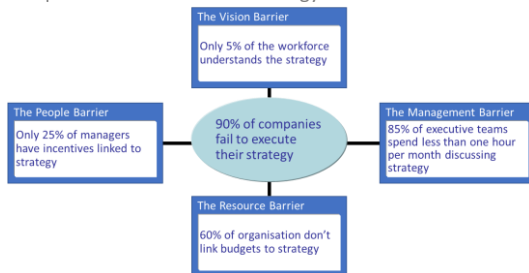
CHALLENGES

Can you confidently answer any of the following?

- How aligned are all leaders and staff on strategic priorities and personal contribution?
- Do we make wise decisions w.r.t. investment of time, energy, resources?
- Are we effective at translating strategy to all levels in a meaningful way?
- How does our culture enable or inhibit the achievement of our strategy?
- Do we encourage an innovative learning culture that builds future fit growth mindsets and behaviours?
- Do we engage hearts and minds in a meaningful purpose and reason to contribute and stay?
- Are we effective at accelerating change and minimising resistance for fast agile change?

WHY STRATEGY FAILS

Kaplan & Norton research shows that 90% of companies fail to executive strategy ...



DO YOU NEED A CATALYST?

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

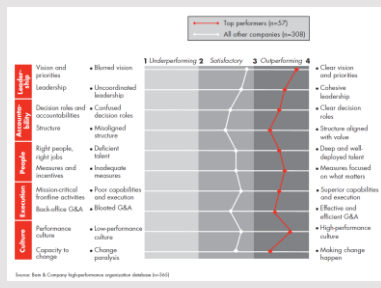


BUSINESS CASE

Research shows that projects with improved change management (and the people side of change) had increased likelihood of meeting objectives, finishing on time and finishing on budget. *Prosci Benchmark Report 2018*

6x LIKELIHOOD
OF MEETING OBJECTIVES

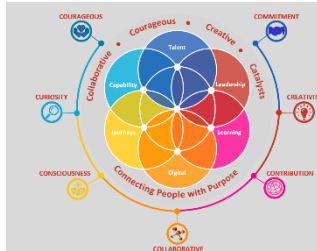
Bain & Company research shows that the companies that consistently outperform make and execute the most important decisions well through an integrated organizational system that aligns the five vital attributes of leadership, accountability, people, frontline execution and a performance culture.



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
Engagement Change



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 implementing strategic talent management at numerous clients for over 12 years.



WHAT OUR CLIENTS SAY

We contracted Catalyst for 2 years to execute the Good To Great Strategic Transformation Journey which included Leadership Development, Talent Management, Strategic Planning & Execution and additional skills such as Coaching, Innovation, Decision Making, self-leadership, etc. We touched the lives of over 300 associates across SA, SE Asia and China. The experience has transformed our organization significantly - improved leadership capabilities, strategic direction, competence and skills, talent management process (analysis, placement, performance, assessment). I recommend them for their professionalism, dedication and deep knowledge and understanding of the talent and strategic change management process. They go the extra mile...the process was adopted across all our global operations with great success.

Leigh Mann. General Manager: Buckman Africa & Asia

CONTACT US

Catalyst Consulting (Pty) Ltd

Phone +27 11 465 6270
Email info@catalystconsulting.co.za
Web www.catalystconsulting.co.za

Follow us on



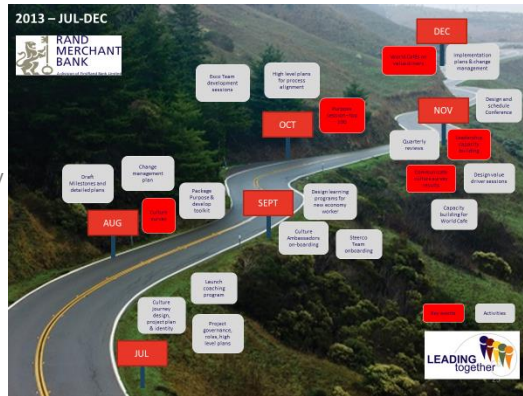
Catalysts for business results through people
We co-create customised, future-fit solutions, shift mindsets and build purposeful, capable people who impact business, communities and South Africa

DIAGNOSING AND PRIORITISING NEEDS

Our strategic and systemic approach to diagnosing, co-designing and executing transformation journeys ensures all stakeholders are engaged and involved in the process and capacity is built for sustainable change

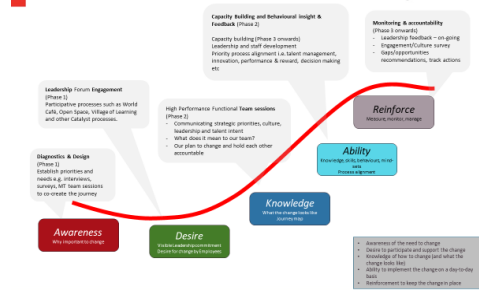
EXAMPLE JOURNEYS

- Strategic alignment of leadership team or multiple stakeholders
- Strategic prioritising and planning
- Strategy score-carding and cascading
- High performance culture and creative approaches to managing performance
- Culture or engagement transformation journey
- DNA design and journey
- EVP or People design and journey
- Leadership signature or brand journey
- High Performance Executive Teams Journey
- Change Journey for new org design, system, process, behaviours etc

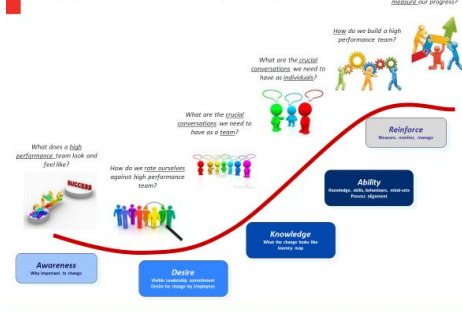


CO CREATING THE JOURNEY

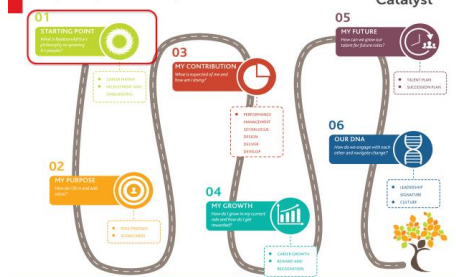
Transformation Journeys



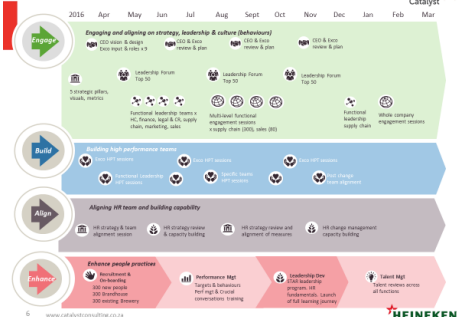
High performance teams journey – example



My People Journey



Heineken Leadership and Culture Transformation Journey – Year 1



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.

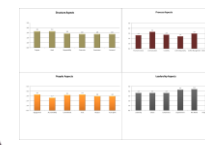
Recognised thought leaders – numerous articles and **3** books published.

Over **20** years of delivering results – since 1997.

Team of deeply experienced, specialists.

OUR TOOLS

Our many user-friendly, practical tools make the complexity of managing talent understandable and meaningful.



Culture Dipstick Or survey



Mind of a Fox Process



Engagement survey



Strategy scorecarding & cascading



HPO High Perf Org survey



Pulse feedback



HPT High Perf Team survey



Focus groups



Barret values survey



Change readiness



BSC Balanced Scorecard



Change mgt toolkit

