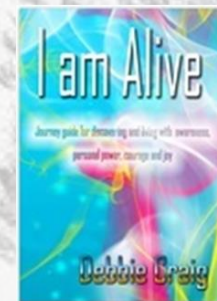
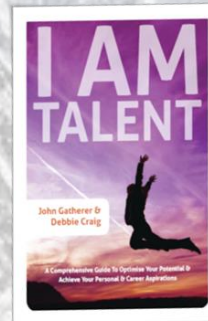


# LEADERSHIP OVERVIEW

CATALYST  
CONSULTING



## BUILDING AND DEVELOPING LEADERSHIP CAPABILITY

2019

# Our Leadership Development offering



## The Challenge

Many leadership teams struggle to work effectively as a cohesive team to drive strategic change, build leadership capacity at all levels, retain talent and achieve a consistent standard of excellence.

## Catalyst Focus

We architect creative, customized, future fit leadership and team development strategies, leadership brands/DNA, assessments, coaching and learning options to accelerate leadership competence, succession and growth at all levels. This includes re-inventing your leadership offering and impact for the digital age.

## Catalyst Offerings & Tools

- Leadership development strategy and offering revamp
- Leadership brand (DNA) & enterprise capabilities
- Leadership engagement conferences
- Leadership journey design & programs (future fit) – for accelerated programs for successors and key leaders/talent
- Leadership modules x 20 customizable blended programs
- Leadership assessments & coaching
- Self-leadership : I am Talent, Licence to Learn, Alive Retreats
- High performance leadership teams : Team diagnostic & tools (Catalyst, Ennea 5 Lens, R2 strengths profile)



# Our Leadership Development impact

## IMPORTANCE OF LEADERSHIP DEVELOPMENT

The world of work is changing exponentially as rapid technological innovation is forcing businesses to disrupt traditional business models and adopt new digital strategies and skills to compete. This requires new future fit thinking, strategies, systems, leadership, talent, culture and skills which need to be identified and developed now for organisations to succeed in the future. New ways of engaging with people, structuring how we work and accelerating learning and change is critical to unleashing potential for innovation within individuals, teams and organisations. Traditional leadership development approaches require reinvention to become more digital, disruptive, accelerated and relevant - not just a replacement of programs but a re-design specifically customized for your organisation at this point in time balancing current and future needs

## LEADERSHIP DEVELOPMENT 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?

## 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.

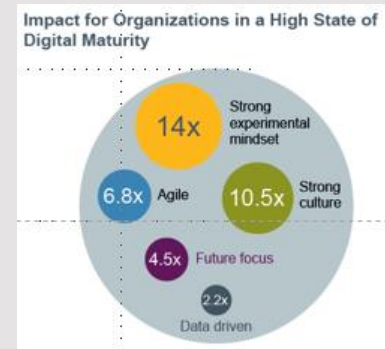
**James Ryan, Head of Supply, BHP Billiton**

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)**

## LEADERSHIP DEVELOPMENT BUSINESS CASE

Recent research by DDI, CEB and EY have identified 6 critical leadership capabilities that impact an organization’s digital performance. These are: digital savvy, adaptability, execution, hyper-collaboration, talent acceleration and an ability to have a 360 degree perspective. In addition organizations require new learning cultures, new working environments and a new role of HR to deliver on digital strategies – and yet only 16% of HR professionals are prepared to operate in a digital environment. The pay-off for accelerated transformation toward a highly digital workplace has shown a high ability to encourage experimentation, stronger cultures, greater agility, more focus on the future and use data driven decision making.



only **16%** of HR professionals are prepared to operate in a digital environment

## TRACK RECORD

We’ve built leadership capability in numerous clients for over 20 years.



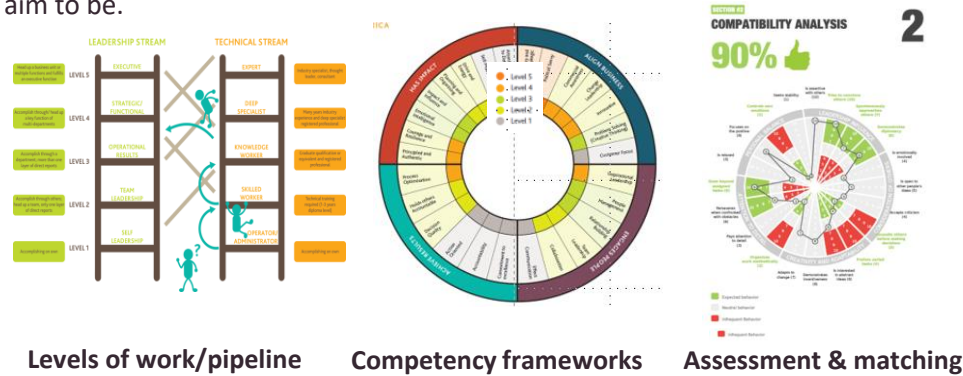


# Our approach and tools



## OUR LEADERSHIP DIAGNOSTICS AND DESIGN

Our ability to quickly understand the leadership needs from a talent, levels of work, assessment and future world of work perspective, allows us to co-design a customised development journey from where you are to where you aim to be.

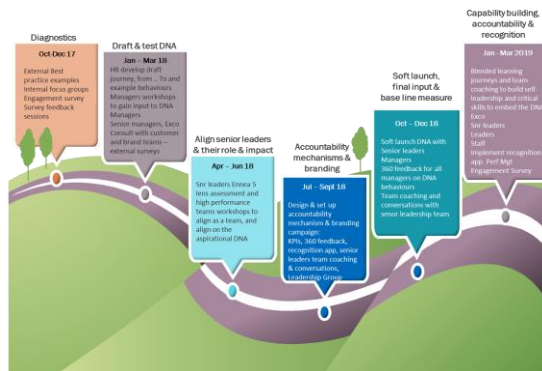


## CO CREATING THE JOURNEY AS PARTNERS

We have an established track record in co-designing and partnering with our clients along the journey to ensure integration with context, strategy, culture, talent and readiness for change.



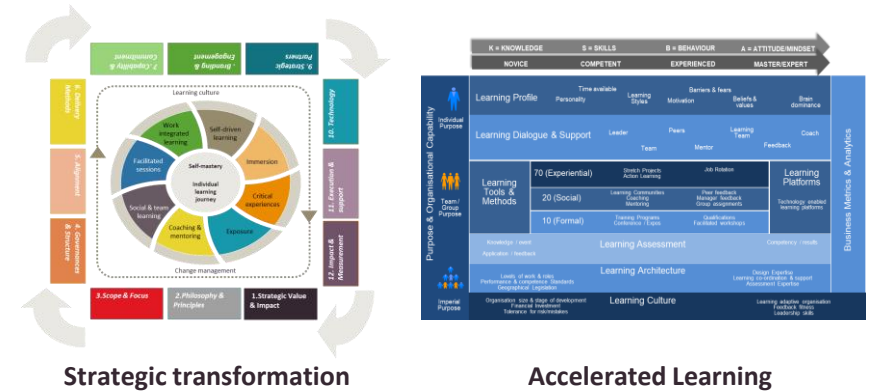
Leadership Brand / DNA



Customised Leadership Brand / DNA Journey

## OUR LEADERSHIP AND LEARNING FRAMEWORKS

Our leadership and learning frameworks are grounded in thought leadership to guide a best fit approach to identifying and developing leadership capabilities.



## OUR TOOLS

Our many user-friendly, practical programs, design capability, tools & systems enable accelerated learning and ROI through optimising a blended learning approach focused on impact.

- Leadership strategy & academy redesign for impact
- High performance organisation, culture and team diagnostics
- HC architecture – levels of work, leadership pipeline, competencies
- Future fit leadership capabilities & leadership brand or DNA
- Assessment, profiling, feedback and supervised coaching
- Accelerated & neuro-learning design skills
- Deep personal mastery focus & Licence to Learn
- UMU mobile engagement & micro-learning
- Future fit leadership options, nano-sessions, Immersions fire-side chats, power-up options, expert input etc
- Ennea 5 lenses for individuals & teams and individualised skill building modules
- Work integrated learning, digital POE and RPL processes & strategic projects
- Digital designers, platforms & gamification options
- Tracking, measuring and engagement platforms
- Building high performance executive, leadership and functional teams

# Catalyst leadership offerings



We customise each learning journey for every organisation and target audience integrating the best of what exists, our experience and emerging methods, options and collaborative partners.

## **Leadership Alignment**

Aligning leaders on the strategic leadership and change journey. Building the leadership team effectiveness

## **Leadership Core Modules**

Transformational leadership  
Self-leadership  
Leading others and teams  
Leading change

## **Leadership Elective modules**

Modules for specific leadership competencies e.g. critical thinking, decision making, driving strategic change, engaging & enabling people, coaching skills

## **Leadership Coaching**

One on one coaching  
Team coaching  
Assessments – HPT, personality, strengths, team roles. Multi-rater feedback

## **Assessments**

Personality, Emotional Intelligence, Competencies, Team Roles, Cognitive functioning potential, Strengths, Assessment Centres, Talent Potential, etc.

## **Leadership Frameworks Customisation Project Mgt Change Mgt**

## **Accelerated Learning for talent pool**

## **Accelerated Learning for talent pool**

1-2 year program of learning modules and delivery of a team based strategic project supported by individual and team coaching

## **Self-leadership**

## **Self-leadership**

Taking ownership of own career and effectiveness (based on book: I am Talent)  
Building self-leadership capacity through deep awareness of self and impact on others (based on book: I am Alive)

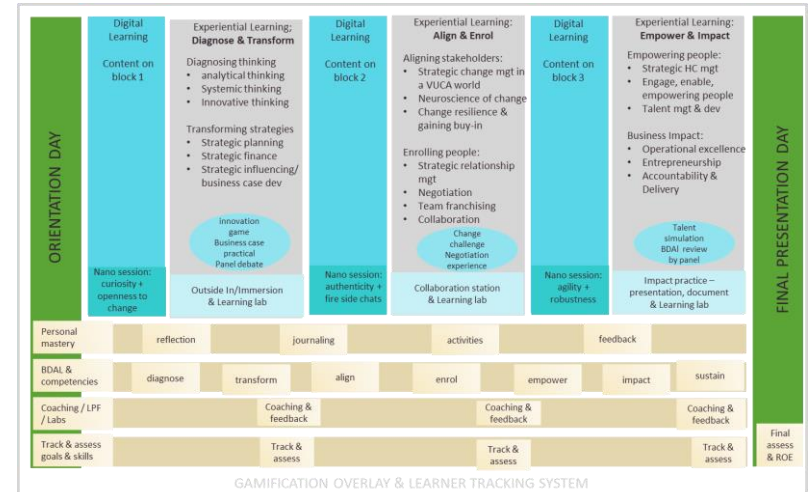
## **Digital Learning & Gamification**

## **Digital Learning & Gamification**

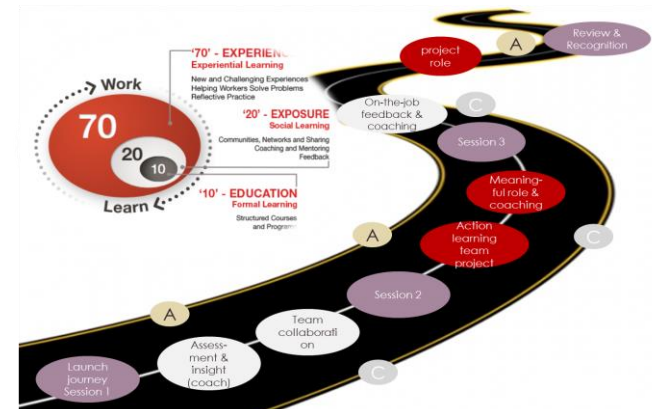
On-line learning options, tracking, assessment, micro-learning, gamification, simulations

# Example of customised leadership journeys

We customise each learning journey for every organisation and target audience integrating the best of what exists, our experience and emerging methods, options and collaborative partners.



Using learning journeys and 70:20:10 to accelerate learning





# Assessment, coaching, teams and self-leadership



## OUR LEADERSHIP ASSESSMENT CAPABILITY

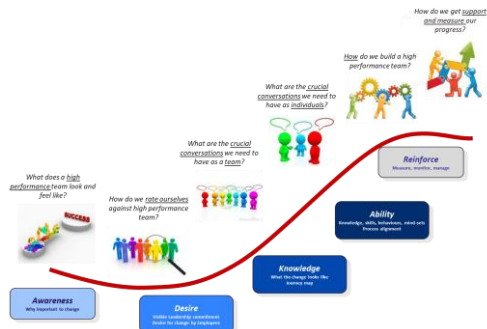
We offer the full suite of fully customizable leadership and talent assessments including progressive generation relevant and gamified assessments through our specialist partners Yellowseed.

We are distributors of the dynamic Ennea 5 Lens assessment, coaching and skills building ecosystem. The Ennea 5 lens integrates elements of personal mastery, emotional resilience, social drives, energy centres AND the Enneagram for truly understanding the complexity of human behaviour.



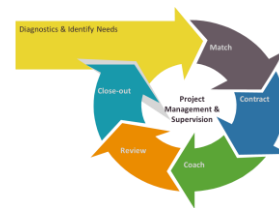
## OUR LEADERSHIP TEAM ALIGNMENT CAPABILITY

We have an established track record in partnering many executive, leadership, intact and project teams on their journey to high performance to fulfil their business leadership role. We build a strong foundation of personal insight and mastery, data-driven design, trust building and purpose-driven initiatives to challenge, motivate and inspire change. This is a journey – not an event.



## OUR LEADERSHIP COACHING CAPABILITY

We have a carefully selected and diverse Coaching Community that is committed to continuous learning, quality results and understand both personal and organisational effectiveness. We ensure the integration of coaching with the full HC value chain and systemic business issues and context. Our Coaching Community is powered by BizHQ who have a proven track record in creating measurable personal business results through an integrated consultative approach to coaching.



## OUR SELF-LEADERSHIP CAPABILITY – FUTURE FITNESS

Much of our work is founded on a deep passion and experience in driving change through personal insight, mastery, mindset shifts and building new habits and behaviours. Through Catalyst and our partners World Alive, we have facilitated many thousands of people through our self-leadership programs: I am Talent, I am Alive, Lead to Succeed, Connect for Women and Licence to Learn. We are continuously reinventing our approach and materials and have now added Future Design Possibilities to our unique offerings.



# Flagship leadership and learning options



We offer a range of self and leadership development modules, programs, coaching and blended learning journeys for all levels.

## Leading Self

I am Talent  
I am Alive  
Lead to Succeed (EQ in action)  
Connect for Women  
Licence to Learn

## Leading Others

Transformational leadership  
3Es of leadership  
Coaching for managers  
Honest Conversations  
Wise decision making

## Leading Teams

Team leadership  
High performance teams  
Collaborate  
Strategies for innovation  
Talent champion (SimTalent)

## Leading Change

Change resilience  
Change Champion  
Leading change  
Leading in a VUCA world  
Licence to lead learning  
Future Design Possibilities

## Ennea 5 lenses – individual, team, leaders

Conflict .... Feedback .... Trust .... Collaboration .... Problem Solving .... Resilience .... Curiosity .... Sense Making .... Dealing With Paradox

## Accelerated learning journeys

Digital, F2F, coaching, projects, application, impact

## Executive Development

Personalised journeys, executive coaching, peer2peer learning

## Accreditation partners



## Digital Collaborators



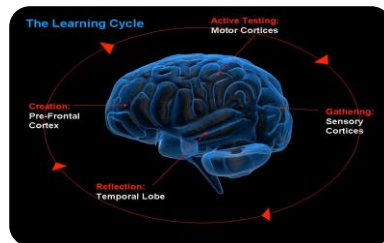


# Accelerated learning, engagement and gamification

We are thought leaders in accelerated learning and designing with the neuroscience of learning and behavioural change principles in mind. We are designers and licenced distributors of a number of gamification tools and games to enhance engagement, learning and change.



Licensed distributors of Umu - Gamified engagement, surveys, discussions, games, micro-learning



neuro-learning:  
gather, reflect, create, test,



Energizers and gamification:  
fun activities for brain and body



Gamification:  
Leaderboards, badges, points, rewards:



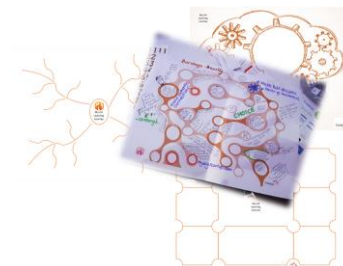
Licensed distributors of SimTalent - Gamified talent simulation through interactive board games. Other learning simulations include: banking, retail,



Developers of Adapt4Change change mind-set shift interactive board game



Developers of Journey to the Stars Quiz Game for workshop or conference engagement - interactive board game



Aiding memory & Learning  
visual reminders, writing and sharing to engage memory and retrieval



Developers of Licence to Lead learning mind-set shift interactive board game



Collaborative-learning:  
Share, teach, ask, explore, create, challenge, solve



Developers of Future Design Possibilities Immersion inspired by SingularityU experience



Digital & social learning:  
Social media posting, sharing, learning, connecting

# Our leadership and learning track record



## **HEINEKEN** (2016 – 2018) [www.heineken.com](http://www.heineken.com)

Strategic Transformation Journey toward a High Performance Culture working directly with the CEO, Exco and HR team. Strategic alignment, leadership onboarding and coaching, culture transformation, high performance teams and change management.



## **RAND MERCHANT BANK** (2015 – current) [www.rmb.co.za](http://www.rmb.co.za)

Accelerated Learning Program for potential successors. Change enablement, capacity building and team alignment for the RMB Technology Leadership Team and Corporate Banking. Culture transformation design, capacity building and project management in Business Enablement Division.



## **IMPERIAL GROUP** (2015 – 2018) [www.imperial.co.za](http://www.imperial.co.za)

Co-design and implementation of talent management and development strategies for 2500 leaders. Building capacity in managing talent - SimTalent. Readiness for change. HR leadership team strategic alignment facilitation. Leadership Development on building a customer centric approach to Key Account Management.



## **ABSA BARCLAYS** (2016 – 2017) [www.absa.co.za](http://www.absa.co.za)

Inaugural Learning and Leadership Conference – design and facilitation for 170 people. Self-leadership program for Risk Team.

## **BASF** (2016 – 2017) [www.basf.co.za](http://www.basf.co.za)

Strategic leadership alignment – facilitation of strategic review and team alignment session with top 30 leaders including international group executives (with Mark Berger Training).

## **JAGUAR/LANDROVER** (2017 – current) [www.jaguarlandrover.com](http://www.jaguarlandrover.com)

Strategic leadership alignment, high performance teams and leadership development of exec team and next level leaders including assessments, coaching, digital micro-learning, master classes.

## **VWSA** (2011-2015) [www.vw.co.za](http://www.vw.co.za)

Leadership Development - Driving Strategic Change, 3Es of Leadership (engage, enable, empower) for Senior Leaders. High Performance Teams. Capacity Building on Personal Effectiveness, I am Talent, Decision Making, Change Management and Resilience. Accelerated Learning program for all L&D staff.

## **DE BEERS GROUP** (1999-2004) [www.debeersgroup.com](http://www.debeersgroup.com)

Strategic Transformation Journey over 5 years. Global Transformational Leadership Development Program (2500 leaders across 16 countries). Building capability in HR transformation, talent management, high performance teams, change (Some in association with MAC Consulting).

## **BANKSERVAFRICA** (2015 – current) [www.bankserveafrica.com](http://www.bankserveafrica.com)

Co-design of the organisational DNA and leadership behaviours followed by Self and leadership development journeys for 400 staff to embed the DNA. Assessments, Ennea, High performance Teams, I am Talent, managing performance, change resilience, change management

## **MASSMART GROUP** (2016 - current) [www.massmart.co.za](http://www.massmart.co.za)

Co-design and implementation of both talent management and talent development strategies for 4500 leaders. Complete reinvention of the Massmart Corporate University Leadership School. Building capacity in managing talent. Readiness for change through Licence to Learn and Lead Learning.

## **GIBS** (2015 – 2016) [www.gibs.co.za](http://www.gibs.co.za)

Accelerated Learning for 50 program leaders. EQ in Action for a Women Leadership Program. Leading in a VUCA world (with The Coaching House).

## **FOSCHINI GROUP** (2016 – 2017) [www.foschini.co.za](http://www.foschini.co.za)

Self-Leadership – I am Talent for personal and career empowerment as part of the retail academy program for 100 store managers.

## **BRANDHOUSE** (2013 – 2015) [www.brandhouse.co.za](http://www.brandhouse.co.za)

Self-Leadership – I am Talent x 100. Engagement conferences – 5 themed conferences across the business for over 800 people to build engagement mind-sets with self, team, change and Brandhouse.

## **LIBERTY GROUP** (2016 –current) [www.liberty.co.za](http://www.liberty.co.za)

Capacity building for performance management. Self-Leadership – I am Talent for personal and career empowerment as part of an employee engagement strategy x 500 staff.

## **NEDBANK** (2017 – current) [www.nedbank.co.za](http://www.nedbank.co.za)

Group Learning Strategy sessions x2 and coaching of project teams.

## **MMI HOLDINGS** (2018 ) [www.mmiholdings.co.za](http://www.mmiholdings.co.za)

Group Learning Strategy session and coaching of project teams

## **USB-ED** (2015 – 2016) [www.usb-ed.com](http://www.usb-ed.com)

Facilitation of Accelerated Learning for program leaders. Development of a new approach to program design and delivery using Accelerated Learning framework and toolkit and socialising with staff and faculty.

## **ACCENTURE** (2009-2010) [www.accenture.co.za](http://www.accenture.co.za)

Leadership Assessments, Development and Coaching for managers and senior managers. High Performance Teams Workshop for Exco and other teams



Volkswagen



# Our leadership and learning track record



## ARYSTA LIFE SCIENCES GROUP (2013-14) [www.arystalifescience.com](http://www.arystalifescience.com)

Transformational Leadership assessments, development workshops, coaching for top 40 leaders in SA. Self-Leadership – I am Talent career empowerment. Facilitation of strategic review and team alignment session with top 40 leaders across Europe, Africa and Middle East.

## ETHOS (2013-2014) [www.ethos.co.za](http://www.ethos.co.za)

Design and implementation of Talent Management and Successions Strategies including the Leadership Pipeline. Succession Management for Partners and new CEO. High performance teams for Partnership Team. Leadership Brand and Competency Development. Culture Transformation and Staff Engagement sessions. Executive coaching.

## CQS (2014) [www.cqs.co.za](http://www.cqs.co.za)

Culture transformation design and capacity building. Leadership Brand development and leadership engagement. Staff Engagement sessions. Change resilience and mindset shift for merger with AdaptIT

## AVENG GROUP: Duraset (2012-2013) [www.avengman.com](http://www.avengman.com)

Strategic Transformation Journey High Performance Culture High performance teams for Duraset leadership and capacity building on project and team tools. Innovation Strategy and Capacity Building Session. Talent Management Strategy, Toolkit and Capacity Building.

## BHP BILLITON (2013 – 2015) [www.bhpbilliton.com](http://www.bhpbilliton.com)

Personal and leadership effectiveness journey with Supply Chain Leadership Team. Personal Transformation Process - I am Alive High Performance Teams and Leadership coaching.

## ARMSCOR (2016 – 2017) [www.armscor.co.za](http://www.armscor.co.za)

Change enablement, capacity building and executive team alignment for top 50 leaders in Armscor in support of the turnaround strategy (in partnership with FeverTree Consulting).

## ENGEN (2009 – 2013) [www.engen.co.za](http://www.engen.co.za)

Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline.

Retention Strategy implementation in partnership with the Senior HR Leadership Team and line talent champions.

Leadership Competency Profiling, HR Capacity Building Programs.

High performance teams, Change Management toolkit and capacity building (TM in association with Accenture).

## TONGAAT HULETT STARCH (2011-current) [www.tongaathulettstarch.co.za](http://www.tongaathulettstarch.co.za)

Strategy and culture journey to excellence. Leadership Development and Alignment of exec and senior managers. Capability building in strategy, HR Transformation, Performance, Talent and Competency Management, Change and Critical thinking and decision making.

## BUCKMAN (2007-2015) [www.buckman.com](http://www.buckman.com)

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe) Strategic Transformation Journey from “Good to Great” Capability building in strategy, culture, talent, building high performance teams, strategic project management, innovation, coaching, change management and self-leadership – I am Talent. High Performance Teams for various global Leadership Teams Transformational Leadership, Leadership Renewal, Coaching for Managers Program, 3Es of leadership (engagement, enablement, empowerment),

## TRANSNET AND TRANSNET CAPITAL PROJECTS (2005-2012) [www.transnet.net](http://www.transnet.net)

Executive and senior leadership (100) alignment and development. Customised amazing race and board games. Talent Management strategy, tools and capacity building. Leadership Pipeline. Leadership competency standards and accelerated learning. Capability building in HR transformation, change management High Performance Teams. (some with Resolve Group)

## ASPEN PHARMACARE (2012-2014) [www.aspenpharmacare.com](http://www.aspenpharmacare.com)

Leadership Development – Crucial Conversations and Emotional Intelligence. High Performance Teams. Executive Coaching. HR capacity building.

## DEVELOPMENT BANK SA (2000-2005) [www.dbsa.org](http://www.dbsa.org)

High Performance Teams journey for DBSA Exco & HR team Change management and capacity building for Operations team Strategic Planning, engagement sessions and high performance teams for Northern Cluster. Leadership development workshop for women in business

## NATIONAL TREASURY (2012) [www.treasury.gov.za](http://www.treasury.gov.za)

Coaching for manager’s program. HR Capacity Building Program.

## SERVEST, EHL, MR PRICE, SA HOME LOANS

Self-leadership for Executive, managers and staff – I am Talent



# Why partner with Catalyst



Accelerated Learning and Leading Edge Learning Design



Highly engaging, interactive, mind-set shift learning approaches



Deep expertise in Integrated Talent Management – identify, assess, engage, develop, retain



Extensive experience in partnering with clients to co-create and walk a journey with them for capacity building and real business value



Integration with digital learning and gamification tools to support and expand the learning process



Distinguished track record in many leading organisations locally and globally






# Contact Us

## Catalyst Consulting (Pty) Ltd

**Phone** +27 11 465 6270  
**Email** [admin@catalystconsulting.co.za](mailto:admin@catalystconsulting.co.za)  
**Web** [www.catalystconsulting.co.za](http://www.catalystconsulting.co.za)

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