HIGH
ENGAGEMENT
CONFERENCE
OVERVIEW
CATALYST
CONSULTING



CREATING LARGE SCALE MIND-SET SHIFT AND BUY-IN TO A STRATEGY AND CHANGE JOURNEY

High engagement conferences



- Catalyst has designed and facilitated many high engagement conferences over the years to align people and build capacity in strategies, leadership, culture, collaboration and change
- Our approach is to design with business outcomes, behavioural science, engagement, neuroscience of change and learning and gamification in mind
- We design and facilitate experiences that are interesting, fun, engaging, interactive, social and fun and build lasting relationships across teams, functions, businesses and levels
- We have an extensive track record in Southern Africa and internationally ensuring our designs and interventions are world class and add real sustainable value

Strategic Design for Impact

purposeful, systemic, collaborative, innovative, courageous, relevant, thought leadership, business impact

Collaborative partnering

committed, friendly, flexible team, co-design approach, source, tweak or develop best fit solutions or partners to achieve outcomes

Exceptional Facilitation

Balance business outcomes with personal and team engagement and learning. Manage group dynamics and clear resistance or baggage

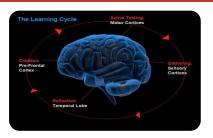
Engagement & Gamification tools

variety of tech, techniques and tools to engage and accelerate learning & tangible results

Change & capacity journey partners

Plan and manage the project & change journey, share generously, build capacity for sustainability

Accelerated learning and engagement



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



Gamification:

Leaderboards, badges, points, rewards:



Collaborative-learning: Share, teach, ask, explore



Instant engagement: ask, share, rate, respond



Energisers and gamification: fun activities for brain and body rewards, prizes



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



Challenges: Amazing race, team problem solving, creativity



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



Fast engagement World café and other large group techniques for fast inputs

Gamification

Gamification applies the "stuff" that makes games fun and irresistible and applies this measurably into **non-game contexts**. Engaging "players" through Feedback, FUN and Friends. Darryn Van den Berg

e.g. avatars, points, badges, levels (status), leader-boards, challenges, rewards

Game-based learning = a type of game play that has defined learning outcomes, is designed to balance subject matter with gameplay and the ability of the player to retain, and apply subject matter to the real world e.g. board games, simulations, experiential learning challenges, amazing races etc

HIGH TECH VS LOW TECH

THE BUSINESS OF © © © © © © CONTROL OF CONTROL OF CONTROL OF CAMERICATION WHAT IS Gamification is the use of elements of game play in non-game contexts of game play in non-game contexts. HOW GAMIFICATION WORKS:



offering specific tasks to complete

4 MAIN WAYS TO DRIVE ENGAGEMENT



ACCELERATED FEEDBACK CYCLES



CLEAR GOALS And Rules of Pla



A COMPELLING



CHALLENGING BUT ACHIEVABLE TASKS

Game design



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.



Licenced 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



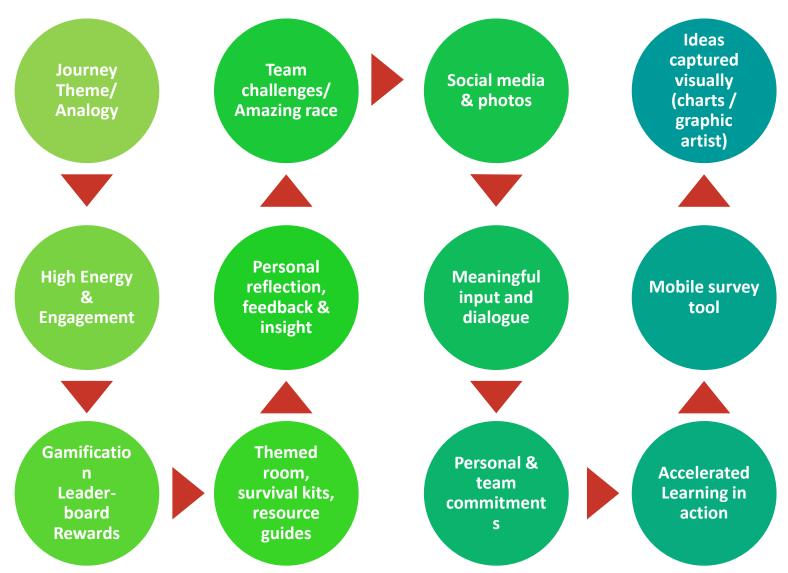
Developers of Licence to Lead learning mind-set shift interactive board game



Developers of Future Design Possibilities Immersion inspired by SingualrityU experience

Our engagement and learning techniques and tools





Realtime audience feedback and participation



UMU Features







Real-time Polls



Microlearning



Word Clouds



Custom Branding



Multi-language Support



No Installation



Gamification



Cloud Based



Device Agnostic



Exportable Results



Single Sign On



Collaboration Tools

Catalyst tools and activities



Learning Activities - reflective

Check-in posters

Voices in my head

EQ failure moments

Personal caricature/T shirt of self

Team flag

Vision boarding - magazines and stationery

SCARF continuums - physical movement

MBTI continuums - physical movement

Gratitude round

Team sharing circle

Team vision and challenges chart

Visioning poster

Card sort activity – behaviours, values

Team archetype cards

Left hand/right hand column

Cycle of change

Transformational leadership

Feedback post-boxes

Future fit fast feedback

Appreciation/Recognition Board

Building rapport - matching and mirroring

Building the tallest/most interesting shape with

spaghetti and marshmallows

Start-stop-continue

Leaving a legacy / personal or leadership coat of

arms / purpose statement

My definition of success

Team commitment / charter

Building a journey map/roadmap

Ennea: positive adjective cards

Ennea: team stages descriptor cards

Energisers

3 statements - weird, whacky and wonderful Rhythm to music activity - cups , sticks, shakers (Happy Song, Uptwon Funk, Juicy Wiggle

Team selfie and post of FB

Team selfie with a difference

Cup bounce

Pass the ball

Speed dating with big Qs i.e. my talent,

strength, derailer, most

embarrassing/courageous/happiest moment

Mindfulness - observation activity

Yoga/Body awareness - few poses

Dancing - music video with moves

Paper-clip brainstorming

Toy story

Human snake

Bat and ball with elastic competition

Learning Activities - active challenges

Bridge building

Egg catcher

Plank walking

Bucket lift

Amazing race with clues and challenges

Orienteering with compass and clues

Baggage carry & let go

Bucket bounce

Newspaper headlines in the future

Team commitment posters

Movie/advert making

Assertiveness balloons

No boundary ball game

Trust fall or circle

Back to back change exercise

Back to back drawing exercise

Fireside leadership stories of courage

Industrial theatre - acting out scenarios

Board Games, Tools & Gamification

Themed conferences

Survival kits

Umu mobile engagement, survey, game and

micro-learning app

Social meida page and engagement SimTalent gamified board game

Values Journey to the Stars Quiz Board Game

Adapt4Change Board Game

Learning journey maps

Leaderboards

Dopamine Rewards

Visual artist

Diagnostic Tools

HPO - high performance organisation

HPT high performance team

Ennea team personality and profile

Realise 2 team strengths profile

Talent diagnostic interviews against framework

HR diagnostics against framework

Accelerated Learning diagnostics against

framework

Culture dip-stick

Engagement survey

Team commitment survey

Design principles



- Accelerated learning, neuroscience, the science of human behaviour, motivation and change
- An integrated journey, not an event
- HC & business processes support and enable
- Leaders co-designing, leading and facilitating
- Clarity of expectations at behavioural level
- Interaction and involvement of everyone give a voice
- Accountability for progress and involvement with leaders as champions
- Learning at individual, team and organisation levels
- Both global and local focus
- Use of engagement technology, social media, feedback, fun, recognition, games and gamification



Integration of latest thinking



Catalyst associates stay abreast of latest thinking and trends in leadership, learning, talent, engagement and performance. We are seen as thought leaders through our books, publications, articles, blogs and conferences talks. We collaborate widely with innovative thinkers and solution providers.

























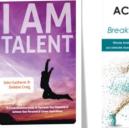


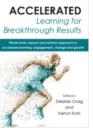


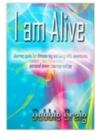
















Our partners





Bringing innovative, engaging, gamified and digital learning options.















































CONFLUENCE

















WE ARE HEADED TO THE SUMMIT ON OUR JOURNEY TOWARDS A FUTURE-FIT IMPERIAL











Debbie Craig and Kerryn Kohl

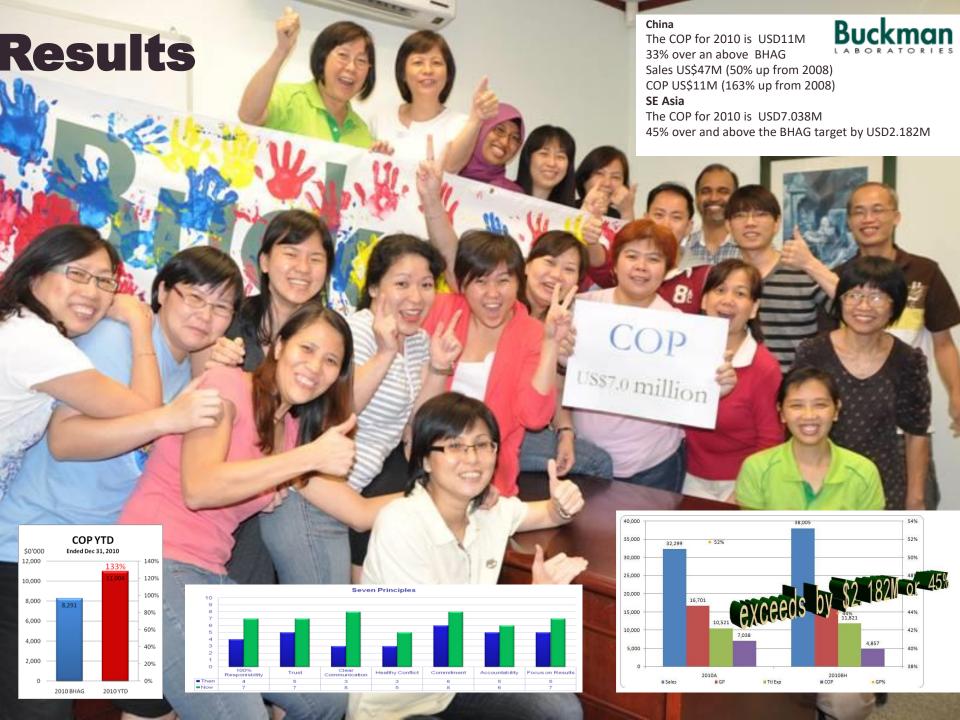












Our engagement conferences track record





















HEINEKEN (2016 - 2018) www.heineken.com

Culture journey with Exco, top 50 leaders, 5×10^{-5} x functional teams. Supply Chain community $\times 350$

RAND MERCHANT BANK (2015 - 2016) www.rmb.co.za

Culture engagement for top 100 leaders in RMB Corporate Bank, HR community

IMPERIAL GROUP (2016 - 2017) www.imperial.co.za

Engage in future vision, strategy and readiness for change (250 HR community).

ABSA BARCLAYS (2016 - 2017) 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

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) <u>www.jaguarlandrover.com</u>

Leadership & DNA conference for top 40 leaders.

VWSA (2011-2015) 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

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).

FIRST RAND GROUP (1999-2004) www.debeersgroup.com

Strategic alignment of HC strategic themes, technology and collaboration across franchises. Technology & talent alignment across franchises

LEARNING INNOVATION AFRICA

Design, engagement and gamification of conference, speaking, facilitating



CQS (2014) www.cqs.co.za

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 TeamsI am Talent, managing performance, change resilience, change management

MASSMART GROUP (2016 - current) www.massmart.co.za

Culture engagement for top 35 leaders and then all 200 staff Change readiness for all staff to accelerate a merger

GIBS (2015 - 2016) 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).

BUCKMAN (2007-2015) www.buckman.com

Strategic & Leadership alignment conferences and journey process (Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe)
Innovation show case workshops with clients – Sappi & Mondi
Self-Leadership – I am Talent for personal and career empowerment x 100
staff

BRANDHOUSE (2014) www.brandhouse.co.za

Engage in future vision – personal and team readiness for change. Contributions. (380 Sales & marketing community, 5 x functional conferences).

LIBERTY GROUP (2016 -current) 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 - 2018) www.nedbank.co.za

Group L&D Strategy conference – L&D leaders and practitioners (2017 and 2018)

MMI HOLDINGS (2018) www.mmiholdings.co.za

Group Learning Strategy session and coaching of project teams

ARMSCOR (2016 – 2017) www.armscor.co.za

Change readiness for Exco & Top 50 leaders, plus divisional team sessions. In collaboration with FeverTree

ETHOS (2013-2014) <u>www.ethos.co.za</u> Leadership & DNA conference for all staff





















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

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Proudly a B-BBEE Level 2 Contributor

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