

SHIFTING MINDSETS TO ACCELERATE LEARNING

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 😊 👄 🚯 GAMIFICATION engagement for customers **HOW GAMIFICATION WORKS:** 5 COMMON MECHANICS 4 MAIN WAYS TO DRIVE ENGAGEMENT ACCELERATED in relation to others Can double as currency to exchange for rewards



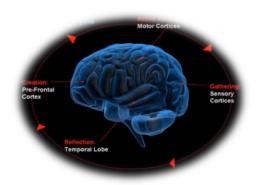
offering specific tasks to complete





Accelerating learning and change





Neuro-learning: gather, reflect, create, test



Collaborative-learning: Share, teach, ask, explore



Instant engagement: ask, share, rate, respond



Gamification of learning: points, rewards, badges, prizes



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



Energizers:Music & activities for brain and body

The shift required in leadership development



From ... The Past

- Uncertain impact
- Isolated from business reality
- •Time consuming too generic
- Long lead times
- Formal, structured, classroom, events
- Nomination driven
- Provider driven
- Recognition of learning through attendance and accreditation



To ... Future Vision

- High impact on performance, teams and business
- •Learning culture 24/7, relevant
- •Time efficient strategic, customised
- •Just in time, future focussed, mobile
- Modern, agile, blended, digital, on-thejob, journeys
- Talent & succession drives leadership needs
- Collaborative design for specific business needs
- Recognition for learning impact, RPL, accreditation

Why is License to Learn effective?

- Future world of work is approaching rapidly already here in some contexts
- It requires leaders that are future fit, relevant, enabled and empowered to lead into the future
- Data from talent reviews show significant leadership developmental needs that need to be accelerated
- Other recent business and people challenges have raised the importance of leadership development
- Traditional leadership development approaches are not delivering strategic value fast enough
- The approach to leadership development requires a revamp to become more digital, disruptive, accelerated, collaborative, just-in-time, relevant
- A new approach requires new mindsets, skills and behaviors for both learners and those that lead learning

Licence to Learn:

- Explore neuroscience of learning and fixed vs growth mindsets
- Understand own learning profile for self-directed digital learning (mindsets/ strengths/barriers, agility)
- Discover how best to lead and accelerate learning of others and build a learning organisation
- Practice using digital and selfdirected learning tools
- Optimising learning through projects and work
- Prioritising and optimising time and focus for learning every day



Licence to Learn/Lead Learning



How people learn – neuroscience

Enablers & barriers to learning

My learning profile

- strengths, preferences, opportunities
- potential barriers, blind-spots, baggage

Growth vs fixed mindsets

Reality testing & feedback readiness

Building an effective PDP and support

* Align to PDP, learning journey plan & measures

Learning platforms & apps – experiential, challenges, tips

Social & collaborative learning – skills and mindsets required

What is a learning organisation?

Leader's role in learning

High impact learning methods – 70:20:10

Coaching, feedback, motivation, removing barriers

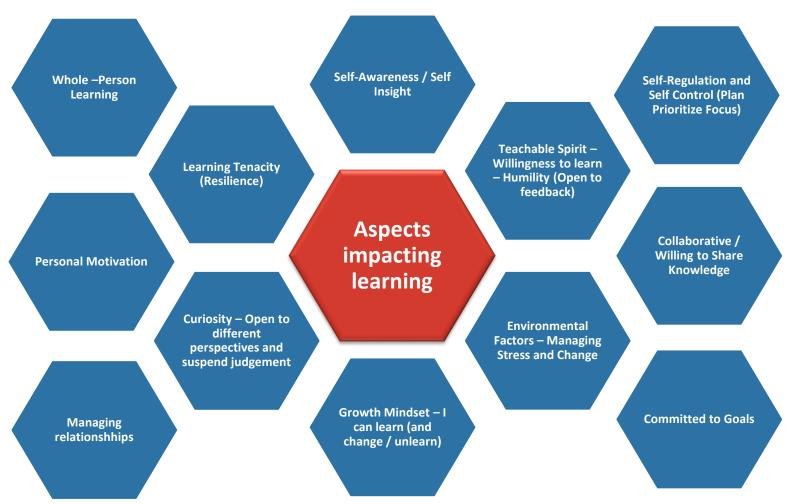
Facilitating team and social learning

* Align to leading learning plan & Measures as a manager

required Making time for learning - planning, prioritising, focussing, boundaries Managing distractions, constraints, procrastination and excuses Building a portfolio of evidence * Align to digital learning and PoE plan Licence to Learn / Lead Why learning through projects & experiences? Getting results - business case, stakeholder commitment, comms, progress, managing resistance, pilots, quick wins etc Presenting for impact & influence * Align to project and change mgt Plan for learning project

Learning profile measures





Tools and psychometrics for assessing learning profile:

CCL's Learning Agility Assessment Inventory; Korn Ferry via EDGE Learning Agility Self-Assessment; The PEEK Model for learning readiness; The SmarterMeasure Learning Readiness Indicator; Ennea 5 lenses



Catalyst

Overview

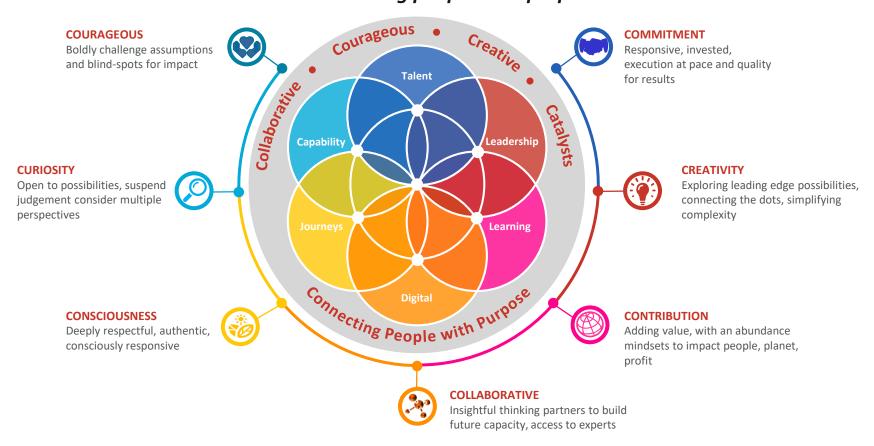
CATALYST
CONSULTING

Track Record

Our culture



As owners of our business, we live our culture. As *collaborative*, *courageous*, *creative* Catalysts... *connecting people with purpose*



Catalysts: We accelerate learning and change – agile execution at pace and quality (fast, flexible, focussed, fun)

Our expertise



HC CAPABILITY BUILDERS

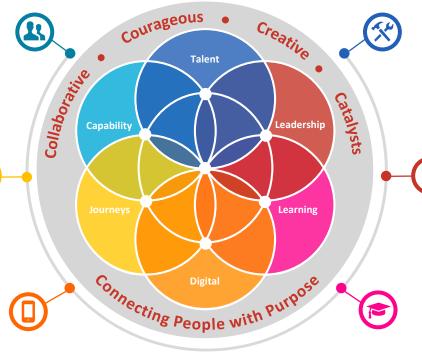
We consult with leaders to align strategies, structures, systems and capability of the HC function to enable strategic value and business impact.

STRATEGIC CHANGE PARTNERS

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.

DIGITAL COLLABORATORS

We collaborate with a variety of leading edge digital strategists, learning, HC and gamification providers to enable future fit, agile, digital responses, culture and capabilities for the digital age.



TALENT MANAGEMENT EXPERTS

We co-design integrated and practical talent and succession strategies, processes and tools to attract, assess, engage, develop and retain current and future talent.

LEADERSHIP CAPABILITY ENABLERS

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

LEARNING ACCELERATORS

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** and a **learning culture**.

Our differentiators



Our Numbers

Delivering results and value for **21 years**

International track record across
5 continents and 15+ countries

Recognised thought leaders – numerous articles and **5** books published

Proud history of long-term partnerships and collaborations

Team of deeply experienced, specialist resources

Our Books

I am Talent
I am Alive
Accelerated Learning



OUR PASSION

Enabling leaders and HR professionals to create high performance organisations in which people can grow and contribute in meaningful ways.



OUR TALENT

Facilitating and stimulating people to shift mindsets, change behaviours and develop skills for real sustainable results.



OUR TEAM

Experienced, creative and committed to partnering with clients to address complex challenges and build capacity for long-term impact.



OUR SUCCESS

Rigorous project and change management, customised solutions, interactive, toolkit based learning and leaving a legacy of confidence and competence.



Catalyst track record











DEBSWANA







































ENGEN











































Our leadership and learning track record





HEINEKEN (2016 – 2018) www.heineken.com

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



RAND MERCHANT BANK (2015 - 2018) 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

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 - current) 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) 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.



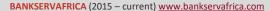
VWSA (2011-2015) www.vw.co.za

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.

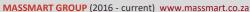


DE BEERS GROUP (1999-2004) www.debeersgroup.com

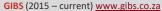
Strategic Transformation Journey over 5 years. Global Transformational Leadership Development Program (2500 leaders across 16 countries). Building capability in HR transformation, talent management, high performance teams, change (Some in association with MAC Consulting).



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



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.



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

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

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

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 Learning Strategy sessions x2 and coaching of project teams.

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

Group Learning Strategy session and coaching of project teams

USB-ED (2015 – 2016) 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

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





















Our leadership and learning track record





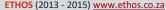
ETHOS

PRIVATE EDUITY

bhpbilliton

ARYSTA LIFE SCIENCES GROUP (2013-14) 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.



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

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

Strategic Transformation Journey High Performance Culture project and team tools. Innovation Strategy and Capacity Building Session. Talent Management Strategy, Toolkit and Capacity Building.

BHP BILLITON (2013 – 2014) 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.

50 leaders in Armscor in support of the turnaround strategy (in partnership with FeverTree Consulting).

ENGEN (2009 – 2013) www.engen.co.za

the Leadership Pipeline.

Leadership Team and line talent champions.

High performance teams, Change Management toolkit and capacity building

TONGAAT HULETT STARCH (2011 - 2015) 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

(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

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

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

DEVELOPMENT BANK SA (2000-2005) 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

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

























High performance teams for Duraset leadership and capacity building on

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

Change enablement, capacity building and executive team alignment for top

Talent Management Strategy, Process, Toolkits and Capacity Building including

Retention Strategy implementation in partnership with the Senior HR

Leadership Competency Profiling, HR Capacity Building Programs.

(TM in association with Accenture).

Contact Us

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