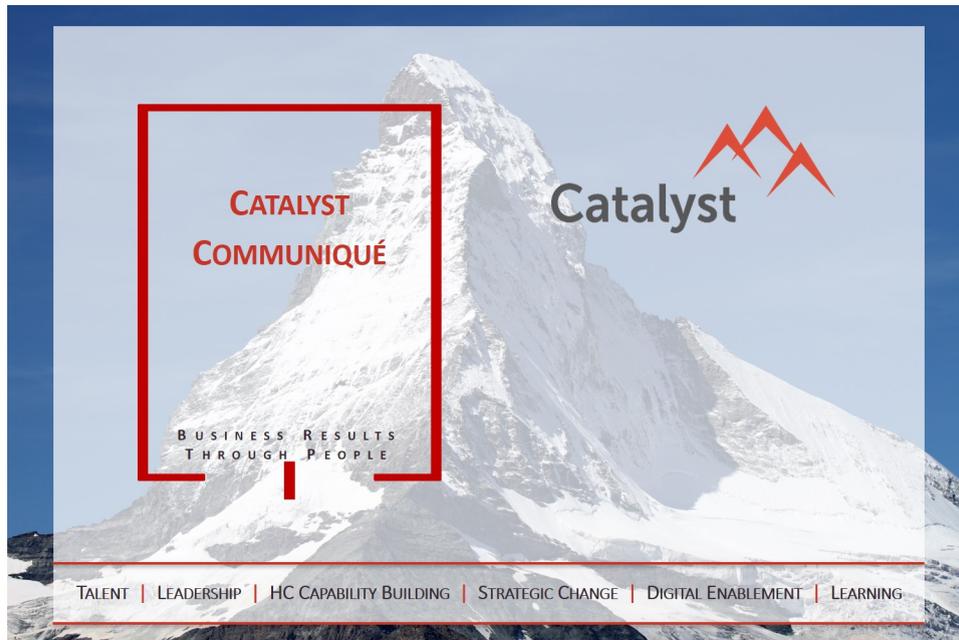


Click [here](#) to view this in your Browser
(Recommended)



NEWS &
VIEWS

SUMMER 2019

Hi again Associates, Clients, Suppliers, Supporters and Friends.

As we begin the wind-down toward the end of the year and reflect on the year that has just flown by – I am struck by how much of a rollercoaster 2019 has been! It has certainly been a whirlwind of uncertainty and challenges, interspersed with some amazing opportunities.

Inspirational people doing absolutely amazing things – read about Melissa Loomis, an amputee with a bionic arm with an opposable thumb which is controlled by her mind!! See below for a link to the video.

Yip, the future is here!!

We at Catalyst are experiencing ever-increasing interest from clients for our workshops and immersions around the future world of work and the evolving role of Human Capital; and the skills required to remain relevant and future-fit. But most importantly, our clients are looking for a courageous stretch into the space of making conscious choices and intentional change. Read more on these skills and what we offer in this letter.

Debbie is currently co-authoring a book, due to launch mid-2020 around these future skills and how to remain relevant in an AI world. We will keep you posted on this front.

Please feel free to forward this to people you believe may find the content of interest.

From the desk of our founding Catalyst...

Not Just Future Skills - but identity shifts

Debbie is currently attending a week-long advanced retreat in Malta hosted by Joe Dispenza. I thought, in her absence, I would post an excerpt from an article recently published in the Human Capital Review



Not just future skills – but identity shifts for embracing the daily dance of choice and change

By Debbie Craig and Armin Philipps

Every day we are bombarded with another avalanche of change - change in our roles, who we report to, what systems we use, which products we sell and what our customers are demanding. We are flooded with information about new trends, new technology, new jobs, redundant

careers and new skills required.

There is much written about future skills and what is required to adapt and survive in this crazy, chaotic, shape shifting world of ours. We are encouraged to stay up to date with technology trends, develop our digital and tech savvy and skills AND enhance our very human abilities that the robots will not be able to copy, program and replace.

Google's Project Oxygen wanting to test its hiring philosophy, found that long term predictors of success in Google's top employees wasn't STEM skills (science, tech, engineering, maths) but the people skills of coaching, communication (& listening), insight into others (of different values and perspectives), empathetic and supportive AND the thinking skills of being a critical thinker, problem solver and ability to make connections across complex ideas.*

This is not really news!! We have been hearing this same message for many years now, and yet, our approach to education, graduate programs and corporate training has not shifted all that much and is not delivering these "future skills" in sufficient depth or scale that is shifting the quality of our leaders, the supply critical talent, the pace of innovation or our levels of stress and dis-ease in our organisations and communities.

We need shift our perspective, dig a little deeper and explore what is really needed to build the underlying mindsets and beliefs required to show up in a different way.

We all attempt to set new goals, change bad habits and learn new skills, and yet this proves consistently difficult, with most of us returning to comfort zones of the known and easier path of distraction through entertainment, addictions, busy-ness or just withdrawing and numbing out. Learning a new skill or habit not only takes dedication and persistence but a deep and sustained shift in the way that we think and what we believe about ourselves, others and the world.

Mindset shift = a change in the attitudes you typically hold which filter how you see the World

We need to take time to examine our foundational belief systems and automatic neural pathways and figure out which of these is enabling or inhibiting our growth and our future potential. We then need to consciously and powerfully establish new neural paths and use them every single day until the newly formed path is stronger than the old one.

In the pursuit of accelerated learning and making a difference, we have done extensive research into work, jobs and skills of the future as well as into the neuroscience of learning and making change stick. We have travelled to the other side of the western world to the hub of future exploration and the impact of Singularity when humans and machines converge. We have gone deep into eastern practices to examine our own personal and spiritual programs and belief systems. We have also asked our many clients, colleagues and friends for their views from their practical leadership and life experience. This has resulted in our own take on 8 capabilities, each with its own identity shift required for sustained success in our evolving world.

We believe we need people who are intensely **curious** (about themselves, others and the world), originally **creative** (experimenting, learning and willing to fail), **courageously committed** (to their vision for self, team or cause), **consciously choosing** (where to focus attention and how to show up), **critical thinkers** (who can resolve dilemmas and make meaning out of noise), trust building **collaborators** (that combine perspectives and strengths into lasting relationships and value), **change influencers** (that navigate the maze of change for positive impact) and generous **contributors** (that build lasting healthy communities.)

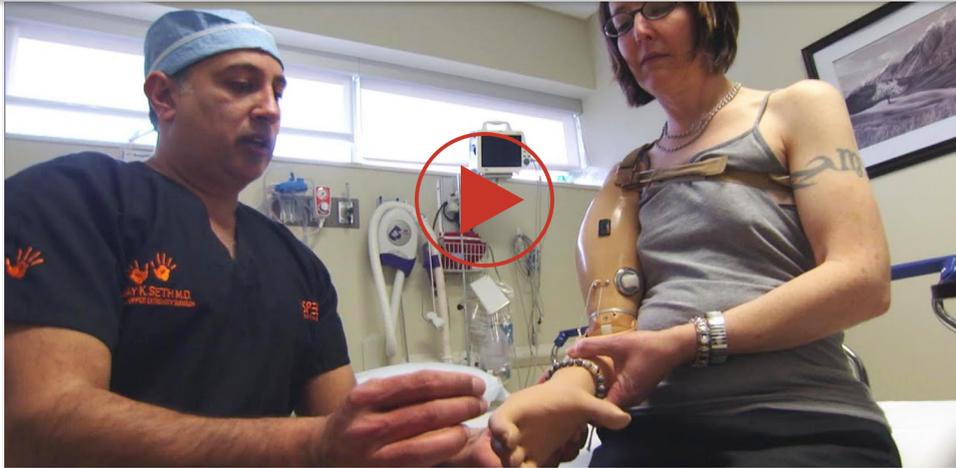
Each day we have a new opportunity to dance with life. We can resist, refuse or struggle to "feel" the music of that moment or that day ... and feel frustrated, fearful or overwhelmed; **OR** we can choose to learn a new dance, or new steps to a favorite old one and find a new expression of ourselves. We can shout or blame or complain at life's DJ **OR** we can pause, and listen, with an open mind and an open heart to find something in the music of the moment that brings possibilities for growth or gratitude.

Visit our website or click here to read this and other recent articles

Read more....

A severely infected raccoon bite caused Melissa Loomis to lose her arm. But thanks to her doctor, she's now considered the "most advanced amputee in the world."

(Click on the picture to watch the video)



James Canton, futurist and writer, says that the future is not what it used to be. Never has this been more true! As we have been forced to rise to the challenges and successes that 2019 has brought us all, both professionally and personally, we are reminded that the future of work is not still coming, it is already here. The ability to adapt and thrive in a rapidly changing world and still innovate proactively to build commercial opportunities and value requires an agile approach that many organisations are not geared for, and their people are not prepared for.



Human Capital 4.0

Human Capital has a pivotal role in building future fit thinking, strategies, systems, leadership, talent, culture and skills for organisations to succeed in the future. New, agile 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. We have, in partnership with some of our key local and global clients, refreshed our Human Capital and Talent framework, putting the employee and customer

experience at the centre of our Human Capital practices.

[Tell me more!](#)



8 C's for the Future

In the pursuit of accelerated learning and change, we have done extensive research into skills of the future and the neuroscience of learning to make change stick. We have defined 8 meta-capabilities, each with its own identity shift required for sustained success in the new world. Our experiential 8C workshops allow our delegates to explore the identity shifts, beliefs and mindsets, and to practice the

habits and skills required for the future.

[Tell me more!](#)



Future Design Possibilities - in partnership with AFP Business Advisory (Armin Philipps).

Inspired by their involvement in the Singularity (Re)solve Learning Summit in Silicon Valley in 2017, it is a 1 or 2 day immersion aimed at leaders, influencers and innovators who wish to be courageous contributors and custodians of this future world. Or for those in need of a re-invention and a renewed sense of purpose and impact. This experience is aimed at dramatically shifting mindsets and possibilities toward an imagined future as the world of work and life is changing at an exponential rate. It is customised for either individuals or for teams/organisations wishing to re-imagine the future and their role in it.

[Tell me more!](#)



CONTACT
US

We would love to share these exciting products, our insights and some case studies with you!

Please contact us for more on these and other solutions, or the possibility of co-creating and partnering with you!

What We've Been Up To...

Out and About

Catalyst has participated in and presented at the following events -

- **Women in IT Summit, 2019 (Conference Hub)** - "Building High Performance Teams", Kathy Kraus
- **Business Partner Conference, KZN (Knowledge Resources)** - "How Agile is Shaping HR", Kathy Kraus
- **HR Business Partner Conference, JHB (Knowledge Resources)** - "Evolving our Human Capital Frameworks to Strengthen the Employee Experience", Debbie Craig
- **Internal Brand Communication & Engagement Summit, 2019 (Conference Hub)** - "The Power of Shared Experience: Connecting Leaders with Employees on a Human Level", Kathy Kraus

Follow us on Facebook and LinkedIn to keep up with where we are and what we are doing, including the conferences we present at.

Visit the Public Engagement pages of our new website to take a look at content presented.

How we have partnered with some of our clients this year -

Building Capacity to Lead Strategic Change - the world of work is changing exponentially, and as organisations adopt new business models, structures, agile strategies and new ways of working, they require the leadership, culture and capacity to drive rapid and strategic change.

Catalyst is partnering with the Exco and Top Leaders at a leading firm in the energy sector, to co-design their change journey, building the resilience and re-igniting the passion required of their leaders and change team to adapt to the changing business landscape. This has included multiple co-design and feedback sessions, surveys and focus groups.

Executive Leadership Journey - 2019 has seen the continuation of a journey started with an Executive Team in the Automotive Industry in 2017 - with executive coaching, assessment, team alignment and leadership capacity building. The journey continues this year with monthly coaching to accelerate their personal and professional development. Integration, communication and relationship building between executives and next level managers has also been a key focus in this process. This project has really identified the importance of whole personal development, culture and the implications of actions seen by leaders in the organisation.

I am Talent - we have concluded another 25 workshops across South Africa with another Blue Chip client in Financial Services, taking 350 individuals on a journey to equip them with the tools and space to maximise their potential, find strategies to keep themselves relevant and grow their skills and careers - especially in this ever-changing VUCA world.

Integrating People Management - Catalyst continues to partner with a multi-national Retail organisation, supported by our digital collaborators, to strengthen and integrate performance, talent and learning across the organisation, align to their Global Business Partners. Working with SME's and HR teams across the business to build the tools and skills for managers to provide clear performance expectations and guidelines for forward looking development feedback and coaching to improve the employee experience and drive engagement.

Future Design Possibilities - Catalyst partnered with the Learning Academy at a multi-national Automotive organisation on an experiential 2-day workshop into the world in 2030. An immersive beyond design-thinking experience to shift mindsets and imagine the possibilities in a digital and disruptive future. We explored individual, team and organisation's role in this future world, and came up with learning strategies and quick wins to build a future-fit learning organisation.

Evolving Human Capital Capability - Catalyst conducted high-energy workshops with the HR community at a leading Insurance and Financial Services organisation in Cape Town and Johannesburg,

Transforming Human Capital Capability - Catalyst travelled to Dubai for an HR strategy workshop with a middle-eastern logistics company. The progress made over the 3-day workshop has surfaced the need for a more detailed Human Capital and Business transformation journey, looking deeply into the operating model, organisational design and structure, processes, systems, human capital and communication capability across the organisation.

What's in the pipeline...

In the near future we look forward to kicking off a 6-month learning journey with a global client in the Engineering sector to build Coaching Capability for Line Managers.

We will also be kicking off yet another I am Talent 4-month, blending learning journey for a national client in the Automotive sector early in the new year.

Recommended Reads & Views

- [Forbes - Is Agile Really Worth It?](#)
- [YouTube - Harnessing the Power of Neuroplasticity: The Nuts & Bolts of better](#)

[brains!](#)

Keep in Touch

Keep in touch through our newsletters, blogs, conference talks, breakfast events and on social media.

To join a community of like-minded people, please join or follow us on our Facebook page, follow us on Twitter and LinkedIn - using our social media buttons below.



**The Catalyst Team wishes you all well over the festive season!
If you are travelling, please take care and be safe. Have a good rest, it's been
a hectic year!!**

**Looking forward to collaborating, partnering, sharing, learning and growing
with you in 2020.**



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