

# RESILIENCE IN TIMES OF CRISIS

## VIRTUAL OPTIONS

CATALYST  
CONSULTING

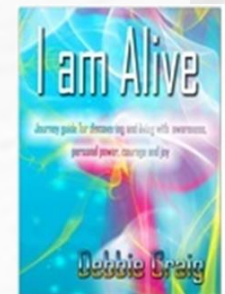
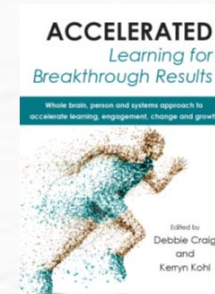
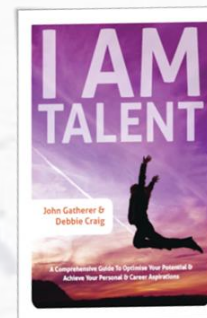
2020

# Catalyst



neurochangesolutions

changing organizations from the inside out



# Catalyst – who we are



## We connect People with Purpose

As owners of our business, we live our culture ... as collaborative, courageous, creative catalysts... connecting people with purpose ... AND accelerating learning and change in a fast, friendly, focused and fun way

### HC CAPABILITY BUILDERS

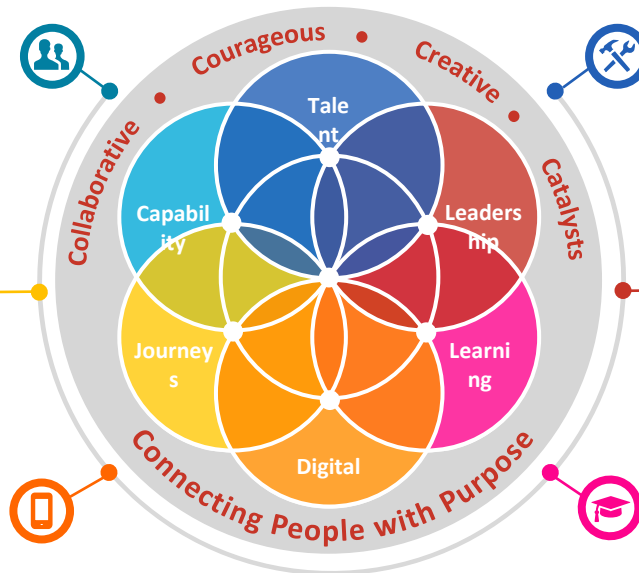
Reinventing and aligning **strategy, structures, systems** and **capability** of the HC function to enable business strategy

### STRATEGIC CHANGE PARTNERS

Strategic change partners for **culture, performance, learning, engagement, M&A & systems change**

### DIGITAL COLLABORATORS

Help you choose best-fit **digitization partners** in the people space and align the employee experience



### TALENT MANAGEMENT EXPERTS

Talent and succession strategies, **processes and tools** to attract, engage, develop and retain current and future talent.

### LEADERSHIP CAPABILITY ENABLERS

Future fit, accelerated **leadership** and **team development strategies, programs, assessments & coaching**

### LEARNING ACCELERATORS

**Strategies, tools and learning** options to accelerate mindsets, behaviours, skills and build a **learning culture**.

## Collaborative

We connect deeply to understand, co-create, customize and capacitate for lasting value

## Courageous

We engage in a robust, resilient way with multiple stakeholders to deliver results through messy change & circumstances

## Creative

We bring fresh, creative, practical thinking and unique, customer value-based solutions and digital tools that work

## Catalysts

We integrate multiple data points and perspectives to create clear strategies, roadmaps and plans to the future

# Creative Resilience in Crisis - Catalyst virtual options

- This time of **unprecedented global impact** and the necessary change in daily routines and behaviours may bring about some overwhelming worry, stress and fear. This is natural and automatic and part of our survival response. There are however ways to make friends with fear (as it protects us) and build creative resilience (to adapt) in this time to ensure we stay healthy in mind, body and spirit – ourselves and our very connected community.
- **Mindsets and skills for the future** as well as **digital agility** are now more than ever, keys to surviving and sustaining the health and future of teams and businesses.
- Catalyst has invested significant time in researching, up-skilling (both locally and internationally) and developing various learning options to accelerate learning and capability in the areas of **Accelerated Learning, Neuroscience of Change, Neurochemistry of Stress, and 8 Meta-capabilities** for the future including Curiosity, Creativity, Courage, Change Navigation, Consciousness, Critical thinking, Collaboration, Contribution.
- We have also piloted and practiced with various **on-line meeting and learning platforms and tools** to ensure we are able to facilitate **highly engaging sessions** in a seamless manner for those working from home and/or at work and practicing social distancing
- Catalyst has a number of **virtual options** available to build awareness and capability with individuals, leaders and teams. These include:
  - Webinars for awareness (1 hour)
  - Facilitated learning sessions for awareness plus insight and tool (3 hours)
  - Facilitated learning programs for awareness, insight, discussions, tools and application (4 x 3-hour sessions)
  - Self-driven or blended digital learning journeys

*See options below which can be customised for your unique needs and audience*

# Topics to build RESILIENCE



## Connect and Care (personal effectiveness)

Helping individuals build creative resilience to respond effectively to stress and change

### 1. Change your Mind

Neuroscience of stress and change – how to manage anxiety, energy and digital fatigue and choose a state of creation over survival

### 2. Creative resilience in times of crisis - 8Cs

Building 8 super-powers to navigate choices in change & disruption: curiosity, creativity, courage, change navigators, conscious, critical thinkers, collaborators, contributors

### 3. I am Talent

Developing my talent, brand and career through disruption and into the new normal



## Connect and Thrive (team effectiveness)

Helping teams connect and work effectively remotely and add value during this time

### 1. Working & learning remotely

Guidelines, set up and daily habits for focus, effectiveness and agile learning

### 2. Virtual tools & skills

Digital tools and skills for teams to optimise communication, collaboration and productivity

### 2. Virtual teaming & learning

Connecting and engaging with your team members and dealing with different working, communicating and coping styles



## Connect and Lead (leadership effectiveness)

Helping leaders engage with and lead teams through this time to balance results with care

### 1. Evolving leader role & skills

The evolving role and skills of leaders in disruptive times

### 2. Managing culture, change and comms

Managing culture, change, comms and virtual meetings remotely and through disruptive times

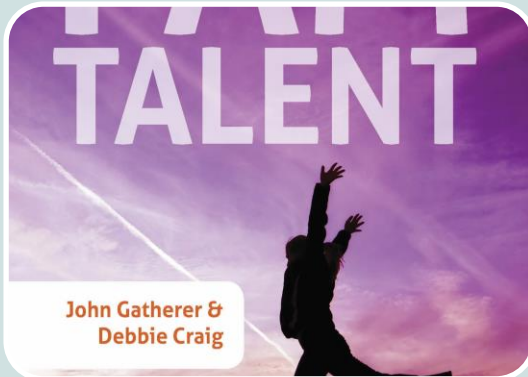
### 3. Building virtual teams

Building and leading virtual and mixed teams to enable sustained engagement, creative resilience and performance

***Learning options include:***

***Self Study – articles, videos, powerpoint guides OR Leader Toolkits – slides and notes for leaders to run sessions OR Connect Session – a virtual (Zoom) facilitated conversation***

# Options to build RESILIENCE – virtual or F2F workshops



## I AM TALENT

Personal and career empowerment

*Building awareness, choices, personal brand and tools for success*

Based on SA best selling book of same title – Debbie Craig & John Gatherer

## 8Cs of CHOICE

8 meta-capabilities for resilience and relevance

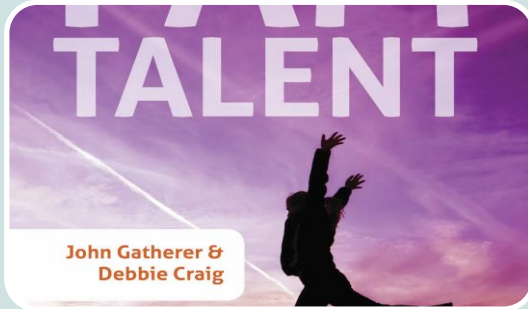
*Building identities, beliefs and habits to be future fit*

Based on book of same title – Debbie Craig 2020 release

## CHANGE YOUR MIND ...

Create new results  
*Neuroscience of behaviour, change, habits and learning for lasting change and results*

Based on international best-selling book Breaking the Habit of Being Yourself



## I AM TALENT

World of work  
World of me  
What organisations look for  
Building a distinctive brand  
Optimising performance and learning  
Characteristics of success and potential derailers  
Career choices and transitions?



## 8Cs of CHOICE

Neuroscience of stress and change – knowledge and techniques to manage anxiety, energy and digital fatigue and choose a state of creation over survival  
Curiosity & creativity  
Courage & change navigator  
Conscious & critical thinker  
Collaborator & Contributors



## CHANGE YOUR MIND

Costs and pay-offs of change  
Defining personality  
How to change through becoming greater than your environment, body & time  
Breaking habits of the past  
Stress, hormones, refractory period & how we get addicted  
Choosing survival vs creation  
Brain science - 3 brains, Hebbian law, metacognition, frontal lobe, brain waves  
Mental rehearsal & Mindful practices

# Creative Resilience through the 8C's of CHOICE

*(meta-capabilities) – facilitated sessions*



## Connect and Care *(personal effectiveness)*

Helping individuals build creative resilience to respond effectively to stress and change and make healthy choices

### #1 Neuroscience of stress and change

Our changing world, stories we tell, survival vs creation, stress response & impact, how we change, neural pathways & habits, metacognition, mental rehearsal, optimise internal state

### #2 Techniques to optimise internal state

Brainwaves, alpha state, Hakalau, observation, mental rehearsal, emotional impact grid, heart coherence, power of breath, our impact on others, past vs future self

### #3 Curiosity & creativity

Curiosity & creativity as super-powers, role models, scenarios, continuum from indifferent spectator/cautious dreamer and curious explorer/possibility connector, rewiring to shift, daily habits to build curiosity & creativity

### #4 Courage & Change

Courage & Change as super-powers, role models, scenarios, continuum from controlled critic/passive resistor and curious explorer/maze navigator, rewiring to shift, daily habits to build courage & change

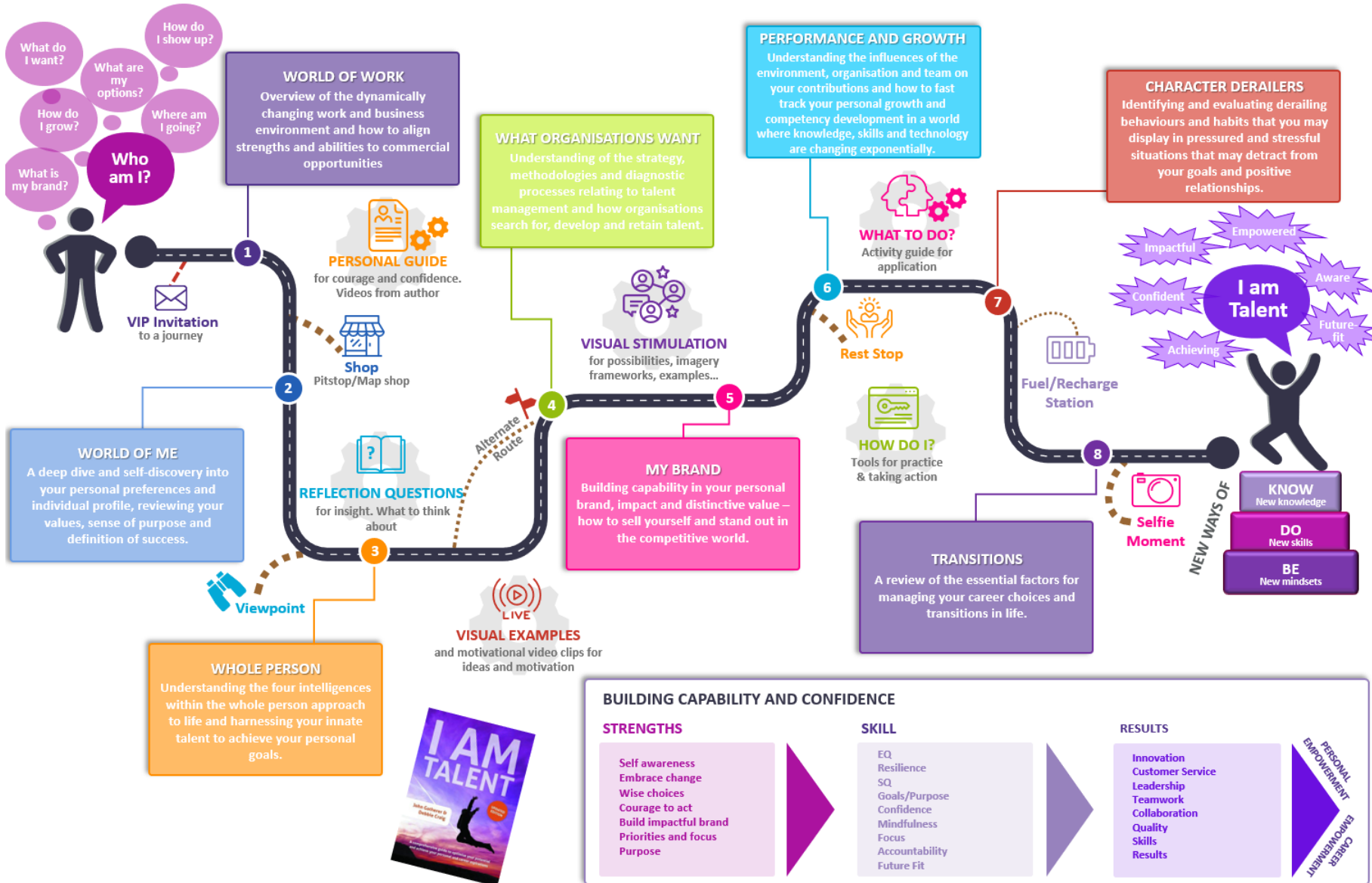
### #5 Conscious & Critical thinking

Conscious & critical thinking as super-powers, role models, scenarios, continuum from default thinker/distracted operator and wise discerner/meaning maker, rewiring to shift, daily habits to build conscious & critical thinking

### #6 Collaborator & Contributor

Collaborator & contributor as a super-powers, role models, scenarios, continuum from independent competitor/status consumer and trust cultivator/community builder, rewiring to shift, daily habits to build collaborator & contributor

# Creative Resilience through I am Talent - F2F, digital or blended learning journey





# Debbie Craig: Founder, speaker, facilitator, coach, international neurochange consultant



Passionate adventurer, global traveller and mountain climber, curious dolphin swimmer and ocean lover, philosophical dreamer, hopeless romantic, dysfunctional over-achiever, compulsive seeker & sharer, courageous difference maker, patriotic South African, author, facilitator, yoga nut, wine snob, dog lover, guardian mom, step-mom, wife and friend.

**Some interesting titbits:** visited +65 countries, hiked to Machu Pichu, Kilimajaro and Everest Base Camp, walked the Spanish Camino, +60 swims with wild dolphins, 6 trips to India to explore her inner world, facilitated + 50 personal transformational workshops, facilitated business workshops with people from over 30 countries in 5 continents, written 3 books, guardian mom to 3 kids, step mom to 2 kids.

## The usual stuff

Debbie has over 20 years' experience in the field of strategy, leadership development, change management, talent management, high performance teams and organisational development. She has worked and consulted at leading local and global organisations in the private and public sector throughout Southern Africa and internationally in the UK, Australia, South East Asia, South America, Mexico, China, Canada, Europe and the USA. Debbie is a skilled strategist, design architect, team builder, a powerful facilitator, change agent and executive coach. Her passion is transformation and empowerment which she facilitates through individual coaching and empowerment workshops, team-development workshops, corporate training and consulting assignments and organisation wide strategic change interventions. Debbie is the founder and Managing Director of Catalyst Consulting which she has grown into a successful consulting company (now 21 years old). She is also the founder of World Alive, a personal empowerment and transformation company. She is a registered Master HR Professional through the SA Board for People Practices (SABPP). She is also a certified NLP practitioner, Ennea International distributor and an International NeuroChange Solutions Consultant with a deep understanding of the neuroscience, neurochemistry and neurobiology of human behaviour and change.

Debbie has published 3 books "I am Talent", "I am Alive" and "Accelerated Learning", written numerous articles, appeared on radio talk shows, presented at conferences and does public talks. Debbie is a warm and down to earth facilitator, leader and life coach. She has many real examples in her own life and in many of her delegates on creating a fulfilling life of abundance. She is an engaging presenter with practical advice and information that is easy to apply.

***Debbie is also the MD of Catalyst Consulting, an organisation that has been connecting people with purpose through learning, change, talent and culture journeys for over 20 years.***

# Our speaker, facilitator, coach team



**ANGELA DE LONGCHAMPS**



**BRENTON NESTLER**



**PRUDENCE MOCUMI**



**KATHY KRAUS**



**SELMA DE MORNAY**



**ARMIN PHILIPPS**



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