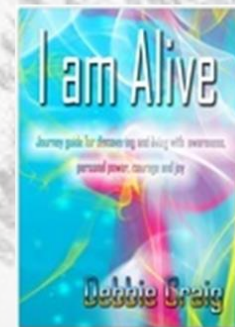
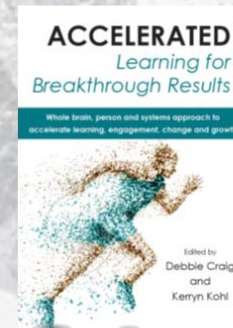
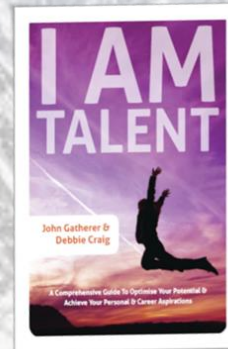


COMPANY OVERVIEW

CATALYST
CONSULTING



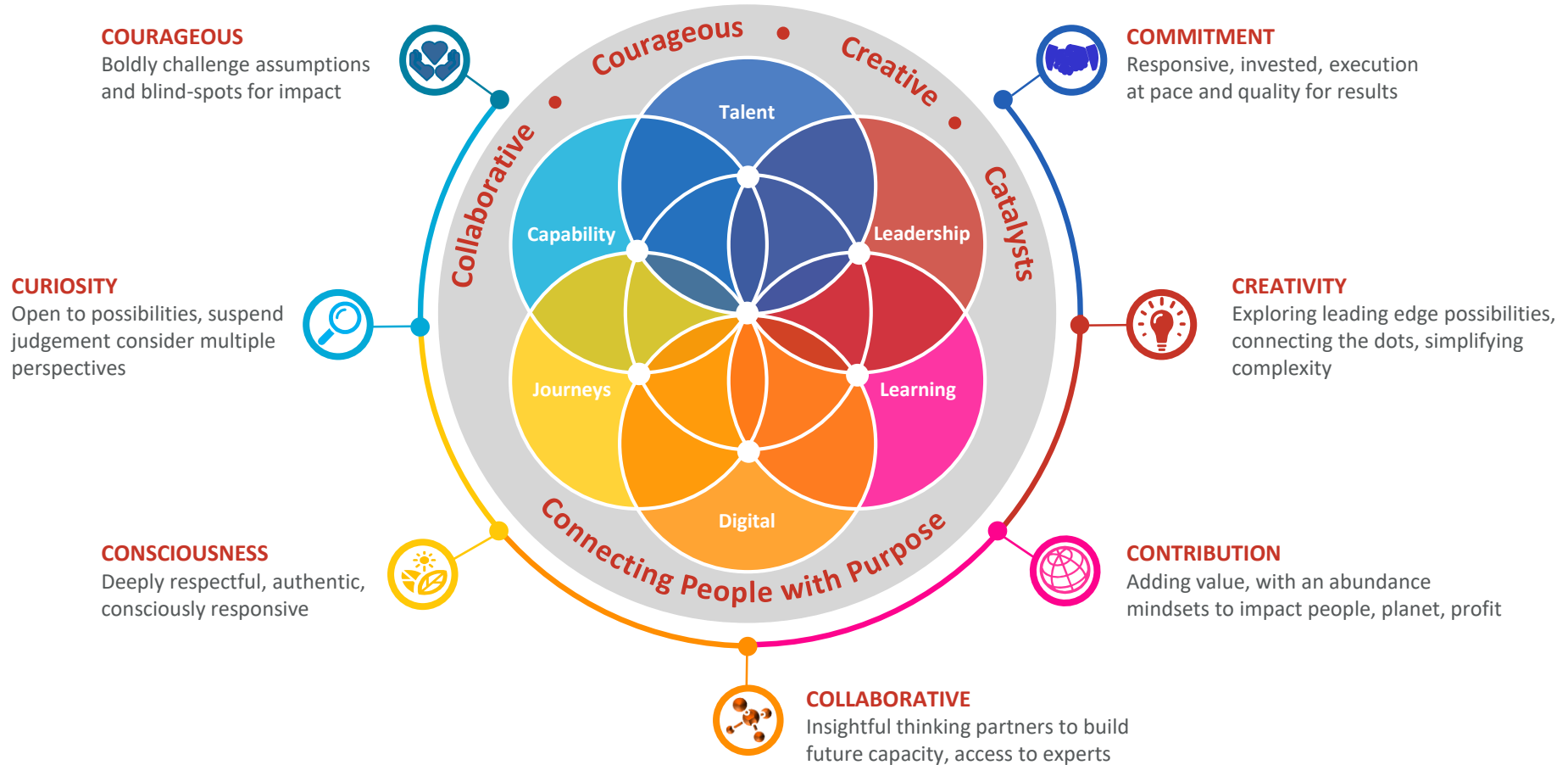
WHY PARTNER WITH CATALYST

2019

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 design and 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.



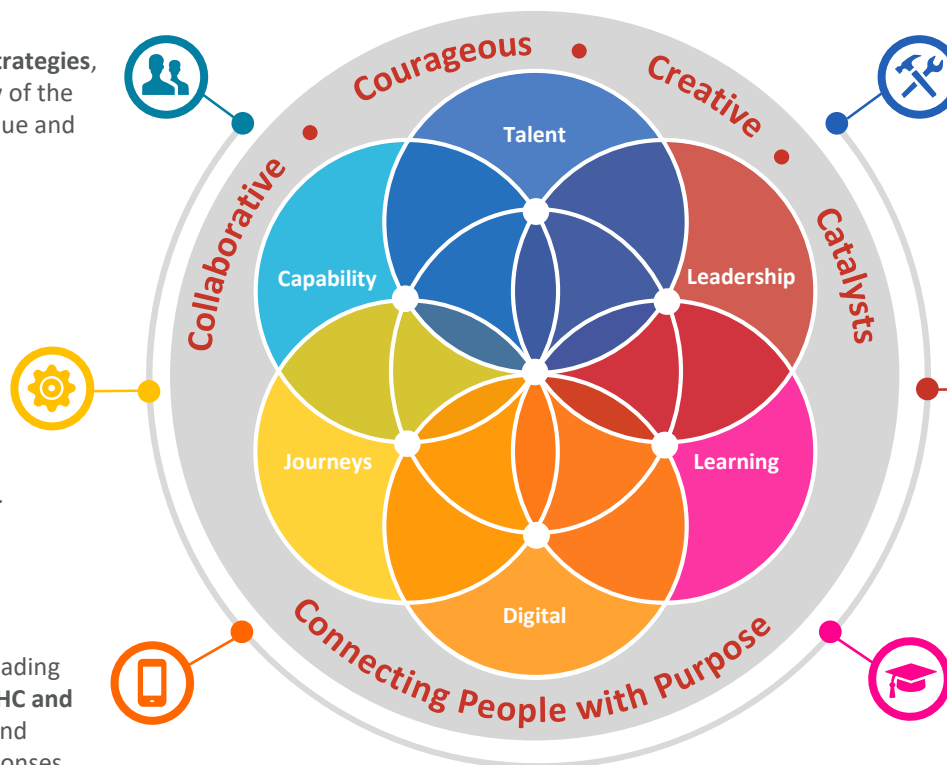
LEADERSHIP CAPABILITY ENABLERS

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**.



We partner with you on your journey of transformational change AND provide high impact events and tools as needed.

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.



Our Clients



Our Track Record



HEINEKEN (2016 – current) www.heineken.com

Strategic Transformation Journey toward a High Performance Culture. Integration of 3 different groups of people post a restructure. Including strategic alignment, leadership on-boarding and coaching, high performance teams and change management. HR strategy and team alignment



RAND MERCHANT BANK (2015 – current) www.rmb.co.za

Talent management strategy, toolkit and training. 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 – current) www.imperial.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building across all divisions. Talent management training for executives, leaders and HR professional across the group. HR leadership team – strategic alignment facilitation. Inaugural Annual HR Conference – design and facilitation for 200 people. 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.

BASF (2016 – current) 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 top leaders including assessments, coaching, digital micro-learning, master classes.

SANTAM (2016 – current) www.santam.co.za

Talent management strategy, toolkit and capacity building Digital learning guides and toolkits for key HC processes.



BANKSERVAFRICA (2015 – current) www.bankservafrica.com

Human Capital Transformation Journey including:

HC strategy, HC and functional structure alignment, HC brand and people journey & capacity building BSA strategic scorecards cascaded, performance standards, career matrix and role profiles, perf mgt – with tools and training – BSA wide Leadership and technical competency framework Streamlined strategic sourcing, recruitment, on-boarding processes Supported sourcing and implementing new HR system. Change management, executive, leadership and staff engagement.



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

Talent Management Strategy, Process, Toolkits and Capacity Building across all divisions.



GIBS (2015 – current) www.gibs.co.za

Accelerated Learning for 50 program leaders, managers and co-ordinators (in partnership with The Coaching House). Facilitation of EQ in Action for Transnet Women in Leadership Program. Facilitation of Leading in a VUCA world for Transnet Leaders (in partnership with The Coaching House).



FOSCHINI GROUP (2016 – current) www.foschini.co.za

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



BRANDHOUSE (2013 – 2015) www.brandhouse.co.za

Self-Leadership – I am Talent for personal and career empowerment as part of an employee engagement strategy. 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

Performance Management – revamp, package and HC capacity building for performance management in Liberty. Self-Leadership – I am Talent for personal and career empowerment as part of an employee engagement strategy x 150 staff.



FIRST RAND GROUP (2017 – current) www.firstrand.co.za

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



Our Track Record



ARYSTA LIFE SCIENCES GROUP (2013-14) www.arystalifescience.com

Transformational Leadership including 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-current) www.ethos.co.za

Talent Management Strategy, Process, Toolkits and Capacity Building 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.

CQS (2014) www.cqs.co.za

Culture transformation design and capacity building. Leadership Brand development and leadership engagement. Staff Engagement sessions.

AVENG GROUP: Duraset (2012-2013) 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 – current) www.bhpbilliton.com

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

USB-ED (2015 – current) www.usb-ed.com

Facilitation of Accelerated Learning for program managers, designers and co-ordinators. Development of a new approach to program design and delivery using Accelerated Learning framework and toolkit and socialising with staff and faculty.

ARMSCOR (2016 – current) 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).

TONGAAT HULETT STARCH (2011-current) www.tongaathulettstarch.co.za

Strategic Transformation “Journey to Excellence” Strategic and culture review and journey including quarterly review sessions, scorecard cascading, strategic project management, capacity Leadership Development and Alignment of exec and senior managers HR Transformation Journey including HR strategy, value proposition, scorecards, HR processes, role clarity, structural realignment, HR & line toolkits and training, HR and Executive role profiling, HR competency profiling, shared service feasibility and transition plan Talent and Competency Management – Strategy, Process and Tools.

BUCKMAN (2007-2015) www.buckman.com

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe) Strategic Transformation Journey from “Good to Great” including needs analysis, strategy, culture, strategic project initiation and management, innovation, coaching, strategic reviews and change management. High Performance Teams for various global Leadership Teams Transformational Leadership, Leadership Renewal, Coaching for Managers Program, 3Es of leadership (engagement, enablement, empowerment), Decision Making. Innovation – strategy, process, capacity building, innovation champion training, customer innovation sessions. Talent Management – strategy, process, tools and capacity building. Facilitator training and capacity building to support the journey. Self-Leadership – I am Talent for personal and career empowerment.

ENGEN (2009 – 2013) 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).

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

Group Learning Strategy facilitation and operationalising through project charters and project teams.



Our Track Record



Volkswagen



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

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

JSE (2013) www.jse.co.za

Strategic HR Transformation including needs analysis, development of HR strategy, scorecarding, capacity building and high performance teams.
HR Capacity Building Program.

RANDGOLD RESOURCES (2012) www.randgold.com

Strategic Review and Leadership Alignment Workshop
Board Review and Alignment Workshop

ETHEKWINI MUNICIPALITY (2009-2010) www.durban.gov.za

Strategic Planning and change journey process for a division
Talent and competency management implementation & capacity building
HR capacity building program
Leadership Development - Coaching for managers program and

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

Strategic Transformation Journey over 5 years including strategic planning, restructuring and various strategic projects.
Global Transformational Leadership Development Program (2500 leaders across 16 countries).
Global HR Transformation Journey over 5 years.
Talent Management Strategy, Process, Toolkits and Capacity Building including the Leadership Pipeline.
HR Capacity Building Programs.
High Performance Teams – a variety of functional and HR teams.
(Some in association with MAC Consulting)

NEDBANK (2017 – current) www.nedbank.co.za

Group Learning Strategy session and strategy document with project charters and team.

TRANSNET AND TRANSNET CAPITAL PROJECTS (2005-2012) www.transnet.net

Group HR Strategy and alignment across 6 operating divisions
Organisation design and restructure of Head Office.
Leadership Pipeline, performance and competency standards across all leadership levels.
Talent Management strategy, tools and capacity building. Rated most effective culture change intervention by external auditors.
Group wide change management forum, toolkits and capacity building
High Performance Teams – for a variety of functional and project teams.
(some in association with the Resolve Group)

ASPEN PHARMACARE (2012-2014) www.aspenpharmacare.com

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

ACCENTURE (2009-2010) www.accenture.co.za

Leadership Development – Assessments, Development Workshops and Coaching for managers and senior managers
High Performance Teams Workshop for Exco, Human Performance Team and Talent and Operational Performance teams

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.



DE BEERS
GROUP OF COMPANIES



Our capabilities landscape



BUSINESS NEEDS	THE CHALLENGE	CATALYST FOCUS	CATALYST OFFERINGS & TOOLS	CATALYST CAPABILITIES
Strategy Future fit vision & purpose Intent & Direction Execution capability Aligned leadership team Enabling culture & DNA	There is a perfect talent storm brewing that requires competitive strategies and leadership capability to attract, develop and retain the best talent, despite global mobility, scarcity of skills and high expectations.	Talent Management Experts We co-design integrated & practical talent and succession strategies, processes and tools to attract, assess, engage, develop & retain current & future talent.	<ul style="list-style-type: none"> Talent strategies, processes, systems, tools Talent 4.0 maturity diagnostic, toolkit & capacity building Talent & Potential Assessment Performance Management 3D dialogue and contribution, growth plans Future Critical Workforce & Capability Planning Enterprise capabilities, MCP tool Talent Risk Response Strategies Strategic sourcing, succession, transformation, retention, accelerated development Accelerated Talent Development Coaching & Mentoring 	Strategic Design for Impact purposeful, systemic, collaborative, innovative, courageous, relevant, thought leadership, business impact
Financial Profitability Cashflow Capex decisions & ROI Sustainability Risk management	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.	Leadership Capability Enablers We architect creative, customized, future fit leadership and team development strategies, assessments, coaching and learning options to accelerate leadership competence, succession and growth at all levels.	<ul style="list-style-type: none"> Leadership development strategy revamp Leadership brand (DNA) & enterprise capabilities Leadership engagement conferences Leadership journey design & programs (future fit) Leadership modules x 20 Assessments & Coaching Self-leadership I am Talent, Licence to Learn, Alive Retreat High performance leadership teams Team diagnostic & tools (Catalyst, Ennea 5 Lens, R2 strengths profile) 	Collaborative partnering committed, friendly, flexible team, co-design approach, source, tweak or develop best fit solutions or partners to achieve outcomes
Process Continuous improvement Innovation Problem solving Efficiencies Lean, agile approaches	The future of work requires significantly different mindsets and skills to adapt to new ways of working, new technologies, new products and new teams. Building a self-driven, digital, collaborative learning culture and capability is critical for success.	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	<ul style="list-style-type: none"> Learning strategy revamp L&D capability building Accelerated learning strategies, processes & tools Accelerated Learning book & workshops; Accelerated development programs Self-driven learning & learning culture Personal & career empowerment; I am Talent book and workshops; Licence to Learn & Lead Learning; Mindset & skill building Skills Modules Catalyst x 20; Ennea x 6 	Exceptional Facilitation balance business outcomes with personal and team engagement and learning. Manage group dynamics and clear resistance or baggage
Customer Customer experience Customer service Stakeholder engagement Marketing & sales capability Customer growth & expansion	People strategies have become more complex over time and require effective HR skills to design, drive, influence, manage and measure strategic people projects to enhance performance.	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.	<ul style="list-style-type: none"> HC strategy, structure & capability building Employee experience journey HC capability assess & develop HC process streamlining and digitising HC toolkits for HR & leaders HC data & intelligence 	Engagement & Gamification tools variety of tech, techniques and tools to engage and accelerate learning & tangible results
People Talent & skills Performance and change Employee experience Transformation Learning culture and DNA	The VUCA world of volatility, uncertainty, complexity and ambiguity leaves people fatigued, unproductive and disengaged from waves of change. Leaders and change champions need the capacity and skills to lead and energise people and teams through these turbulent times.	Strategic Change Partners We co-create 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.	<ul style="list-style-type: none"> Strategic planning & alignment Scenario planning, Mind of the Fox, BSC, 7 Ss, scorecard cascading Organisational design Operating models, engagement models, structures, role profiling Culture & engagement transformation Culture diagnostic engagement survey, journey planning tools High engagement conferences High performance Teams Team diagnostic & tools (Catalyst, Ennea 5 Lens, R2 strengths profile) Change management Change diagnostic, framework, toolkit and capacity building 	Change & capacity journey partners plan and manage the project & change journey, share generously, build capacity for sustainability
	Technological innovation is evolving at an exponential rate, requiring organisations to build digital strategies, systems and skills for the future.	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	<ul style="list-style-type: none"> HC technology enablement Digital/blended learning Gamification & game design HC digital and gamification partners SmartHR, Talent LMS, Yellowseed, Lumesse, Umu, SimTalent, LRMG, 21st Century 	

Meet Our Team



Debbie Craig
Managing Director



Kathy Kraus
Principle Consultant



Tuppy Coldwell
Operations Manager



Michele Egerton
Branding & Events Manager



Ndumi Simelane
Project Administrator



Angela de Longchamps
Associate



Brenton Nestler
Associate



Eric Albertini
Associate



Erika du Plessis
Associate



Armin Philipps
Associate



Prudence Mocumi
Associate



Thashmi Doorasamy
Associate



Meet Our Team



Lita Currie
Associate



Belia Nel
Associate



Lomé Koekemoer
Associate



Jo Searle
Associate



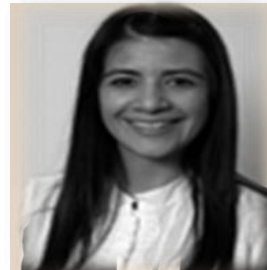
Tracy Marais
Associate



Leratho Thelejane
Associate



Ryno Zeelie
Associate



Christina Ferreira
Associate



Flagship Learning Modules

including Assessments, Coaching & Digital Support



STRATEGIC CHANGE

- Driving strategic change
- Managing change
- Influencing change
- Unleashing Innovation



LEADERSHIP

- Transformational leadership
- Inspirational leadership
- Coaching & Mentoring
- Crucial conversations
- Effective decision making
- Elective modules



PERSONAL EFFECTIVENESS

- Career development
- EQ & living assertively
- Personal empowerment
- Elective modules



TEAM EFFECTIVENESS

- High Performance Teams
- Elective Modules
- Power of collaboration



TALENT

- Leading talent
- Accelerated talent development
- I am Talent
- Lead to Succeed



HR

- Strategic HR alignment
- Business partnering & internal consulting skills
- HR functional excellence
- Elective modules

MANY ELECTIVE MODULES

Leading in a VUCA world
EQ in action
Building a learning culture
Learning how to learn
Mindful leadership
Body whisperer –
for optimising energy

ENNEA 5 LENSES – INDIVIDUAL, TEAM, LEADERS

Conflict Feedback
trust collaboration
problem solving ..
Resilience ... curiosity
Sense making
dealing with paradox, etc

CATALYST ASSESS

Range of traditional and new world mobile gamified assessments and partnerships with leading assessment houses

CATALYST COACH

Panel of approved coaches, continuous learners in on-going supervision

DIGITAL LEARNING PLATFORM

Digital learning activation team including instructional designers, developers, videographers, editors, animators, etc.

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



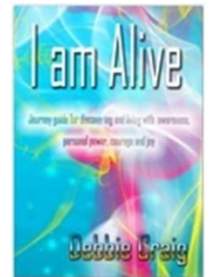
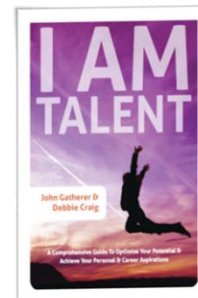
Integration of Latest Thinking



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.



The Conference Hub
Interacting, learning & Innovating



Our Partners



Bringing innovative, engaging, gamified and digital learning options.






Contact Us

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Proudly a B-BBEE Level 2 Contributor

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