

ORGANISATIONAL CHANGE & DEVELOPMENT SEMINAR

ONE-DAY Seminar

22 JULY 2015

BALLYWOODS OFFICE PARK
BRYANSTON • JHB

**KNOWLEDGE
RESOURCES**

Unleashing human potential to
create the future we all want

CONNECT WITH US



Through the optimisation of individual functioning, leadership capacity can be built, and ultimately business decision-making can be optimised. Focused organisational change and development (OCD) interventions can significantly contribute to enhance individual dynamics, to increase functionality in teams and rewire organisational strategies, structures and practices to ensure congruence between what is happening inside the organisation and outside the system. An in-depth understanding of the social containing system in which the organisation is operating, ensure relevant and appropriate reactions to external impacts.

Join us at this **one-day seminar** on **22 July 2015** to explore these issues:

- Organisational change and transformation in the new world of work
- Spiral dynamics for Africa – Creating productivity at the bottom of the pyramid
- Organisational development in practice – Influencing societal dynamics in an integral manner
- Alternative OD modalities
- Strategy and organisational change and development
- The link between organisational change and development and consulting psychology
- World Café exercise – conceptualizing the future of OCD in Africa

WHY YOU SHOULD ATTEND

- Engage with thought leaders and peers from leading organisations
- Gain OD strategies, skills, creative approaches and practical tips and to foster and lead change in your organisation
- Learn how to become a key partner in leading your organisation forward
- Have the opportunity to stay ahead in your field and develop your OD competencies
- Hear latest developments, trends, best practice and successful case studies

WHO SHOULD ATTEND

- Organisational Development Manager / OD specialist / OD practitioners
- Learning and Development Executive
- Head of Training and Development
- HR Director / HR Manager
- Head of Strategy
- Head of Human Capital
- Change Manager / Organisational Effectiveness Manager
- Industrial Psychologists

PARTICIPATING ORGANISATIONS



MANDALA CONSULTING
INTEGRATION THE SUSTAINABILITY



ADDED VALUE

JOIN US FOR THE EXCLUSIVE BOOK LAUNCH OF:

ORGANISATIONAL CHANGE AND DEVELOPMENT

An African Perspective
edited by Dr Rica Viljoen

SPECIAL OFFERS

- Register 3 delegates and the 4th delegate attends free of charge!
- Special discount for registered NPO's, small businesses (30 or less employees) & full-time lecturers at universities – contact us for more information!

ABOUT KNOWLEDGE RESOURCES

We provide high-quality business conferences, seminars and skills-building workshops that add value in terms of knowledge and skill. The aim is to provide extremely good value for the time and money you invest. Event topics are carefully selected to cater for South African needs, without discarding international standards. Our event titles are thoroughly researched, practical and case study-related, ensuring clients are empowered with the latest information as well as providing superb networking opportunities with leading business colleagues and executives.

THE VENUE

Knowledge Resources • Ballywoods Office Park

Ground Floor, Yellowwood House, Ballywoods Office Park
33 Ballyclare Drive, Bryanston
Tel: +27 11 706 6009 • Fax: +27 11 706 1127



This conference will **CONNECT** you to the top leaders in OD across the country

REGISTER ONLINE WWW.KR.CO.ZA

FOR MORE INFORMATION CONTACT KATIE VAN DER SCHYFF +27 (11) 706 6009 KATIE@KNOWRES.CO.ZA

07:30–08:30	REGISTRATION Meet and greet conference attendees, presenters and Knowledge Resources Registration staff
08:30–08:30	Welcome and introduction by chairperson
08:30–09:30	<p>Organisational change and transformation in the new world of work</p> <ul style="list-style-type: none"> • The need for new approaches to OCD in Africa • Engagement in multi-cultural environments • What is inclusivity? <p><i>Speaker</i> DR RICA VILJOEN, <i>Managing Director, Mandala Consulting</i></p>
09:30–10:30	<p>Spiral dynamics for Africa</p> <ul style="list-style-type: none"> • Human Niches • Human Mandalas • Creating productivity at the bottom of the pyramid <p><i>Speaker</i> DR LORAINÉ LAUBSCHER <i>specialises in integrating First and Third World cultures in the global workplace</i></p>
10:30–11:00	MORNING BREAK Enjoy refreshments and network with conference attendees and presenters
11:00–11:45	<p>Organisational development in practice</p> <ul style="list-style-type: none"> • A personal reflection on OCD • OCD and the society • An integral approach to OCD <p><i>Speaker</i> DOCTRINE LOSHNEE NAIDOO, <i>Specialist in socio-economic development</i></p>
11:45–12:30	<p>Alternative OD modalities</p> <ul style="list-style-type: none"> • Human reactions to change • The impact of stress on functioning • Trauma release exercises (TRE) – real life stories <p><i>Speaker</i> DOCTRINE TONJA BLOM, <i>Specialist in the field of organisational change</i></p>
12:30–13:30	LUNCH Learning conversations and connect over lunch with conference attendees and presenters
13:30–14:15	<p>Strategy and organisational change and development</p> <ul style="list-style-type: none"> • Bedding down and translating large scale organisational change • How the DOING and the BEING come together <p><i>Speaker</i> DR ADRI DROTSKIE, <i>MBA Director of Henley Business School South Africa</i></p>
14:15–15:00	<p>The link between organisational change and development and consulting psychology</p> <ul style="list-style-type: none"> • A practitioner-scientist approach • Ethical considerations in OCD • The role of professional bodies and registrations in OCD practices <p><i>Speaker</i> DR ANNA-ROSA LE ROUX, <i>Head of Organisational Effectiveness at Woolworths Financial Services</i></p>
15:00–15:15	AFTERNOON BREAK Enjoy refreshments and network with conference attendees and presenters
15:15–16:15	<p>World Café exercise – conceptualizing the future of OCD in Africa</p> <ul style="list-style-type: none"> • The role that OCD can play • The implications of multi-cultural settings • Rising levels of consciousness <p><i>Speaker</i> <i>Facilitated by</i> ANSUNE COETZEE, <i>Mandala Consulting</i></p>
16:15	END OF SEMINAR
16:15–18:30	BOOK LAUNCH Join us for the BOOK LAUNCH after the seminar of <i>Dr Rica Viljoen's</i> latest book ORGANISATIONAL CHANGE AND DEVELOPMENT: An African Perspective

ABOUT THE SPEAKERS • Editor and Contributors to the book

ORGANISATIONAL CHANGE AND DEVELOPMENT: *An African Perspective*

DR RICA VILJOEN is the Managing Director of Mandala Consulting, a niche organisational development company that specialises in transformational processes, organisational research and spiral dynamics. She is a master organisational development practitioner who focuses on large-scale organisational change and development. She is a Senior Research Fellow at the University of Johannesburg and Head of the Department of the Management of People Faculty of the Da Vinci Institute for Technology Management. Her research has been published and presented internationally, and reached more than 42 countries.



DR LORAIN E. LAUBSCHER was granted her Ph.D in 2013, at the age of 83. She has spent her lifetime applying, explaining, teaching and researching the thinking that produced her thesis – Human Niches Spiral Dynamics for Africa. Over the years, she has explored and described the core intelligence and deep thinking systems that flow beneath our belief systems. Dr Laubscher specialises in integrating First and Third World cultures in the global workplace. She is recognised as a pioneer in South Africa, connecting with the natural intelligences of indigenous people and in accessing those intelligences in the design of living environments, governance systems, and negotiation strategies.



DR ANNA-ROSA LE ROUX is a registered industrial psychologist and has built a career in consulting psychology weaving corporate and consultation experience together in organisations in the Middle East and Africa. She holds post-graduate degrees in psychology specialising in the organisational change and development domain with expertise in strategy facilitation, organisational design and structuring, team alignment and effectiveness, integrated wellness solutions and leadership development and coaching. She is currently the head of Organisational Effectiveness at Woolworths Financial Services.



DR ADRI DROTSKIE has been the MBA Director of Henley Business School South Africa since 1 February 2015. She has years of corporate and academic experience, working for Transnet (eight years) and Absa Bank, a member of the Barclays Group (10 years), and is a senior lecturer and Head of the MCom (Business Management) programme at the University of Johannesburg (seven years). Dr Drotskie is a strategist by profession, with skills in strategy development and implementation, action learning, scenario planning and systemic thinking. She has strong leadership and management skills and has experience in managing large teams, but she has also lectured on post-graduate programmes in contemporary management, history and philosophy of

management, international business, strategic marketing and strategic management. She holds a Ph.D from the University of Stellenbosch, with the title Customer Experience as Strategic Differentiator in Retail Banking.



TONJA BLOM'S career is in the field of organisational change and she is employed by one of the biggest auto-manufacturing companies in the world. During 2007 and 2008, while being employed by a multi-national company in the Slovak Republic, she witnessed the severe impact of change at a national, organisational and local level. Individuals, organisations and the economy were forced into major changes related to ideologies, systems, procedures and habits. This required individuals and organisations to deal with change. Some failed miserably to cope outside their comfort zones. In many ways, these changes were similar to those as experienced in South Africa post-1994. After returning to South Africa, she became involved in HR system implementations in a global manufacturing organisation, which again confirmed the extent to which individuals struggle with change. Blom is currently in the process of completing a DBL focusing on organisational change and leadership. She became involved in TRE® (Tension and trauma releasing exercises) as a result of the increased stress and tension individuals experience when confronted with organisational change. She has completed TRE® level I, and will complete level II with international accreditation during April 2015.



LOSHNEE NAIDOO is a specialist in socio-economic development, with over 20 years' experience. She has worked extensively in the African developmental and investment environments whilst at Spoornt and the IDC. In 2012 Loshnee established her own company, Sansara, whose focus is socio-economic development. Her work, primarily in the renewable energy industry, has included developing strategies, models and projects as well as implementation of these. A critical focus area for Sansara is the empowerment of women. Loshnee's passion for gender development has led her to pursue a PhD in Integral Development focussing on economic empowerment of gender based violence survivors.



ANSUNE COETZEE Ansune assist organisations in developing and implementing strategies to improve organisational effectiveness through human performance to deliver sustainable business results. She applies her experience and expertise to all facets of organisational transformation, sustainability, people management, organisational development, personal and professional leadership development and organisational research. Ansune facilitates growth in leaders from the Rogerian, humanistic and psycho-analytical stance with a specific emphasis placed on leadership transcendence.



THE VIRTUOSA ORGANISATION
The Importance of VIRTUES for a Successful Business

GRAHAM WILLIAMS, DORIAN HAARHOFF, PETER FOX
R350.00 INCL. VAT
ISBN: 978-1-86922-503-2
PDF EBOOK AVAILABLE SOON

This is a timely call for sanity and balance as critical virtues are explained in a way that leads to a focused personal and

business life. The tipping points to chaos and disconnect in our inner and external environments are at an all-time high. This book explores and shows the possibilities for calm effective, grounded-ness in social interaction, productivity, and for emotional and spiritual intelligence. It enables leaders to keep an eye on the ball and keep the ball in play.

The Virtuosa Organisation is a wake-up call that ushers in virtuous business organisations where there are no damaging disconnects between stated vision, values and actions.



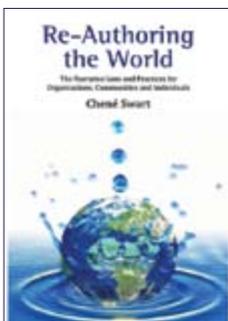
PARTNERS FOR POSSIBILITY
How Business Leaders and Principals are igniting radical change in South African Schools

BY MANDY COLLINS
R299.00 INCL. VAT
ISBN: 978-1-86922-521-6
eISBN: 978-1-86922-522-3

Partners for Possibility is the compelling story of what can happen when you think in terms of possibility instead of deficiency.

Partners for Possibility is like no other educational intervention in South Africa, because it is simultaneously a movement of conscious citizenship, a community-building process, a leadership programme, a corporate social initiative and a system that has the power to change the very fabric of South African society.

"I am always moved by the number of people who are engaged in wonderful acts of transformation, of making a real difference in the world. When each of us does something good – where we are – it's these acts of goodness that together overwhelm darkness and change the world. I warmly commend Symphonia for South Africa for bringing together citizens committed to building our country through the PfP programme. God bless you!" – **Desmond Tutu**, Archbishop Emeritus of Cape Town

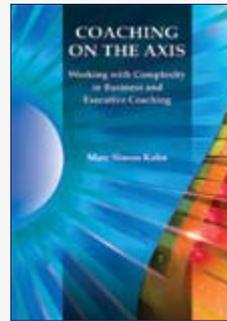


RE-AUTHORING THE WORLD
The Narrative Lens and Practices for Organisations, Communities and Individuals

BY DR CHENÉ SWART
R259.00 INCL. VAT
ISBN: 978-1-86922-427-1
eISBN: 978-1-86922-431-8

Re-authoring the World: The Narrative Lens and Practices for Organisations, Communities and Individuals, invites readers to a transformational way of being in the world. It translates the Narrative Therapy approach and practices for people

outside the therapeutic context that are interested in shifting the stories of their own lives as well as the communities and organisations that they work in. The book invites readers out of docility and complacency into active participation and accountability of the worlds that they are connected to.



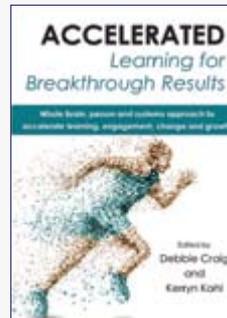
COACHING ON THE AXIS
Working with Complexity in Business and Executive Coaching

BY MARC SIMON KAHN
R359.00 INCL. VAT
ISBN: 978-1-86922-504-9
eISBN: 978-1-86922-505-6

This book offers an approach to business and executive coaching that properly aligns the practice in the culture of business through the use of a relational "coaching axis" that helps to manage the complexity of the organisation and the individual as dual clients.

POINTS OF INTEREST

- Complexity of client, culture and theory
- Coaching on the Axis framework
- Environmental dimension, individual dimension
- Coaching relationship
- Coaching on the Axis: technique
- Case study



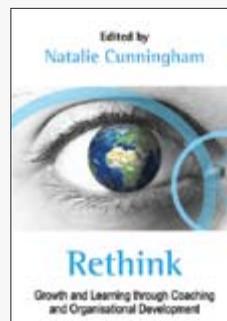
ACCELERATED LEARNING FOR BREAKTHROUGH RESULTS
Whole brain, person and systems approach to accelerate learning, engagement, change and growth

EDITED BY DEBBIE CRAIG AND KERRY KOHL
R399.00 INCL. VAT

ISBN: 978-1-86922-500-1
eISBN: 978-1-86922-501-8

The book focuses on the shift from *training* to *learning* to *collaborative learning* in the modern socially networked age, using latest research in Neuroscience. It outlines the key frameworks, processes and tools to adopt and implement accelerated learning in organisations to build and sustain an adaptive and insightful approach to business and talent development.

The book is packed with *visual summaries*, *case studies*, *tools* and *templates* to help with planning your *accelerated learning* journey and is relevant to individuals, business leaders and learning specialists.



RETHINK
Growth and Learning through Coaching and Organisational Development

EDITED BY NATALIE CUNNINGHAM
R329.00 INCL. VAT
ISBN: 978-1-86922-472-1
eISBN: 978-1-86922-475-2

The aim of this book is to be a bridge between a practical how to book and academic rigour, so that the reader can walk away with some techniques and applications equally grounded in academic research. This book is intended for people who want to transform organisations and want techniques and knowledge to support them in this change process.

ORGANISATIONAL CHANGE AND DEVELOPMENT SEMINAR 2015

REGISTRATION INFORMATION

Seminar Fee

R 4 100.00

22 July 2015 • Ballywoods Office Park, Bryanston | Johannesburg

Fee include VAT, refreshments, lunch, parking and seminar material

How to Register

ONLINE • www.kr.co.za

EMAIL • Email completed form to magdeline@knowres.co.za

PHONE • Magdeline Matlatse on +27 (11) 706 6009

FAX • Fax completed form to +27 (11) 706 1127

SETA grants and accreditation requirements

Many of our delegates enquire about the accreditation of our events. There is a misconception that organisations qualify for SETA grants only for accredited programmes. This is not correct. The payment of SETA grants is regulated by the Government Gazette, no. 9867, Vol. 570, 3 December 2012, no. 35940. These Regulations clearly state that the SETAs "must allocate a mandatory grant to a levy paying employer" that has submitted a WSP and ATR by the regulated date, has provided all the information required in the regulated template, and is up to date with skills levy payments. Furthermore, the template in the Regulations (Section C: Skills Development) allows employers to include ALL planned training in the report; not only accredited programmes.

Knowledge Resources is a Level 3 Contributor BBBEE company

Special Offers

- ➔ Register 3 delegates and the 4th delegate attends **free of charge!**
- ➔ Special discount for registered **NPO's**, small businesses (30 or less employees) & **full-time lecturers** at universities – contact us for more information!



Recommended Reading

Order now and collect your copy on the day of the seminar.

ORGANISATIONAL CHANGE AND DEVELOPMENT: An African Perspective
edited by Dr Rica Viljoen
R375.00

Terms and Conditions of Registration

Payment must be received before the event takes place. Knowledge Resources reserves the right to refuse admission where evidence of payment cannot be shown.

CONFIRMATION OF BOOKING

If you have not received confirmation in writing, of your booking before the event, please contact us on 011 706-6009 to confirm that we have received your registration.

SOMETHING HAS COME UP AND YOU CAN'T ATTEND

If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances Knowledge Resources reserves the right to change the programme content, the speakers, the venue or the date. You will be notified no less than 5 working days prior to an event. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

PAYMENT

- Cheques should be made payable to Knowledge Resources (Pty)Ltd. Please do not mail any cheques.
- Electronic Transfer or Direct Deposit into our bank account, validated by faxed copy of transaction slip

Nedbank Cresta

Account No.: 1913164489

Branch Code: 191305

Fax: 011 706-1127

PLEASE NOTE

Payment must be received by no later than **15:00** the day before the first morning of the event.

Crous Knowledge Resources Pty Ltd T/A Knowledge Resources
Ballywoods Office Park, Yellowwood House, Ground Floor,
33 Ballyclare Drive, Bryanston
Company Reg. No. 1991/000853/07

KNOWLEDGE RESOURCES © 2008 PROPRIETARY AND CONFIDENTIAL

ORGANISATIONAL CHANGE AND DEVELOPMENT SEMINAR 2015

Once payment has been made please fax through proof of payment with the event's name written in the top right-hand corner.
PLEASE NOTE Delegates will not be allowed entry to the event if payment has not been received.

Booking made by:

Phone:

Email:

Date:

Signature:

By signing this registration form, the delegates agree to the enclosed terms and conditions

DELEGATE 1

Tick to order Dr Rica Viljoen's book BOOK

DELEGATE 2

Tick to order Dr Rica Viljoen's book BOOK

Name:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Designation:

Email:

Email:

Phone:

Fax:

Phone:

Fax:

Cellular:

Cellular:

Company:

Company:

Company VAT number:

Company VAT number:

Postal address:

Postal address:

Postal code:

Postal code:

Dietary requirements:

Dietary requirements:

DELEGATE 3

Tick to order Dr Rica Viljoen's book BOOK

DELEGATE 4

Tick to order Dr Rica Viljoen's book BOOK

Name:

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Designation:

Email:

Email:

Phone:

Fax:

Phone:

Fax:

Cellular:

Cellular:

Company:

Company:

Company VAT number:

Company VAT number:

Postal address:

Postal address:

Postal code:

Postal code:

Dietary requirements:

Dietary requirements:

CREDIT CARD PAYMENT (Mark appropriate box)

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Expiry date:

CCV number:

Card number:

Amount (All prices are VAT inclusive):

Date:

Signature:

CONNECT WITH US



KNOWLEDGE
RESOURCES