

Dare to take an
honest look
at yourself?

**AND YOUR
ORGANISATION?**



WORKPLACE CULTURE?

Performance?

RESULTS?





**Employee
Motivation?**

PURPOSE?

Passion?

Productivity?

Organisational Wellness?



WORKPLACE TOXIC BEHAVIOUR?






EFFECTIVE COMMUNICATION?



SOLUTION?





EFFECTIVE TEAMWORK

What is a Team?

A team is a small number of people with **complementary skills** who are committed to a **common purpose**, performance goals, and approach for which they hold themselves **mutually accountable**.

Understanding how each
member is **different**



Learn how to **not** merely ignore dysfunction



Push your teams in the right direction



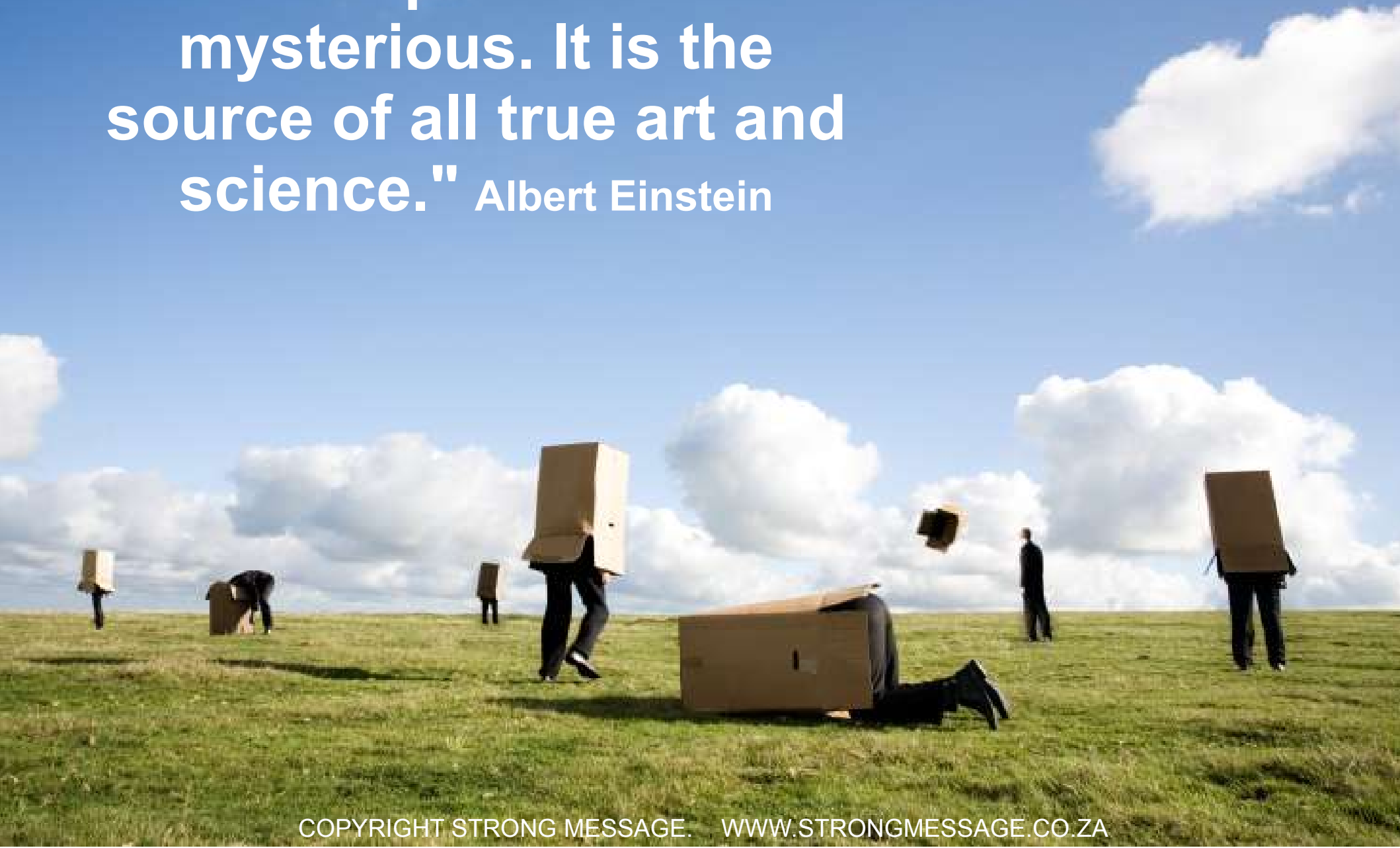
Work together



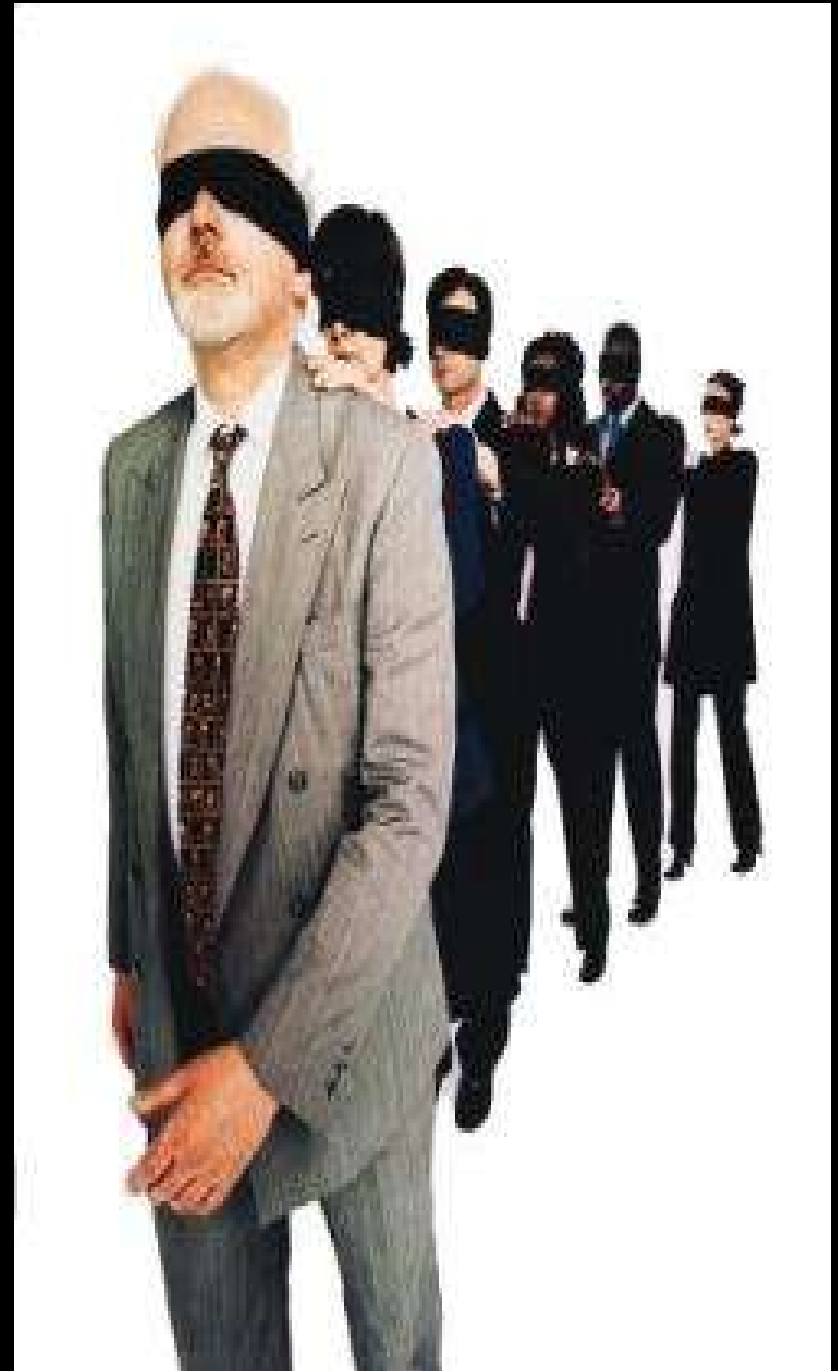


Know what to do
when problems
arise

**"The most beautiful thing
we can experience is the
mysterious. It is the
source of all true art and
science." Albert Einstein**



Studies show that **less than 15%** of all training has **any** impact at all on job performance, not to mention bottom-line business results. Learning initiatives can and often do fail because expectations with regard to their value and impact are not clear, agreed upon or committed to by senior leadership.



Often managers define “**support for training**” as approving budgets and allowing staff to attend training. Yet support for training that really works must be more than this; trainees must be willing to **participate** in training, must expect not only to learn but also to **use their learning** on the job, and must be held **accountable** for applying newly acquired skills on the job.



THE NAUTILUS INTERVENTIONS

A symbol of life, internal harmony, and the perfection of nature, the nautilus shell evokes a sense of mystery and awe. Its spiral structure displays perfect mathematical proportions (in direct relationship to the Golden Section and Fibonacci Sequence), and appears throughout nature in a myriad of forms such as spiral galaxies, the cochlea of the human ear, and in the arrangement of the petals and leaves of plants and herbs. The nautilus shell inspires us towards increased awareness of the innate healing potential pervading all life, and to embrace concepts of balance, health, and well-being in the world in which we live.



**DURING OUR HIGHLY
ENGAGING TURNING-POINT
AND CUSTOMISED
INTERVENTIONS, WHICH
INCLUDE INTERACTIVE
TEAM EXERCISES, YOU WILL
DISCOVER HOW THESE
TRAINING INITIATIVES CAN
HELP YOU IN
DEMONSTRATING
MEASURABLE BUSINESS
RESULTS.**

**WE USE THE FOLLOWING
SEVEN CRITERIA FOR
DESIGNING
INTERVENTIONS:**

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- Our interventions are **innovative**, **high impact** and customised based on **real-life cases**.



innovative

- The focus is on improving people's **ability** to produce long-lasting results.



- It is a ***turning point***,
an equipping
and creative
experience.



- The approach is experiential in design with **application** as this far more easily leads towards actual **transformation!**



- We make all interventions tangible and **visible** as we believe that keeping things focused, well designed and visually interesting in this world of technology is vital in keeping your people fully **engaged**.

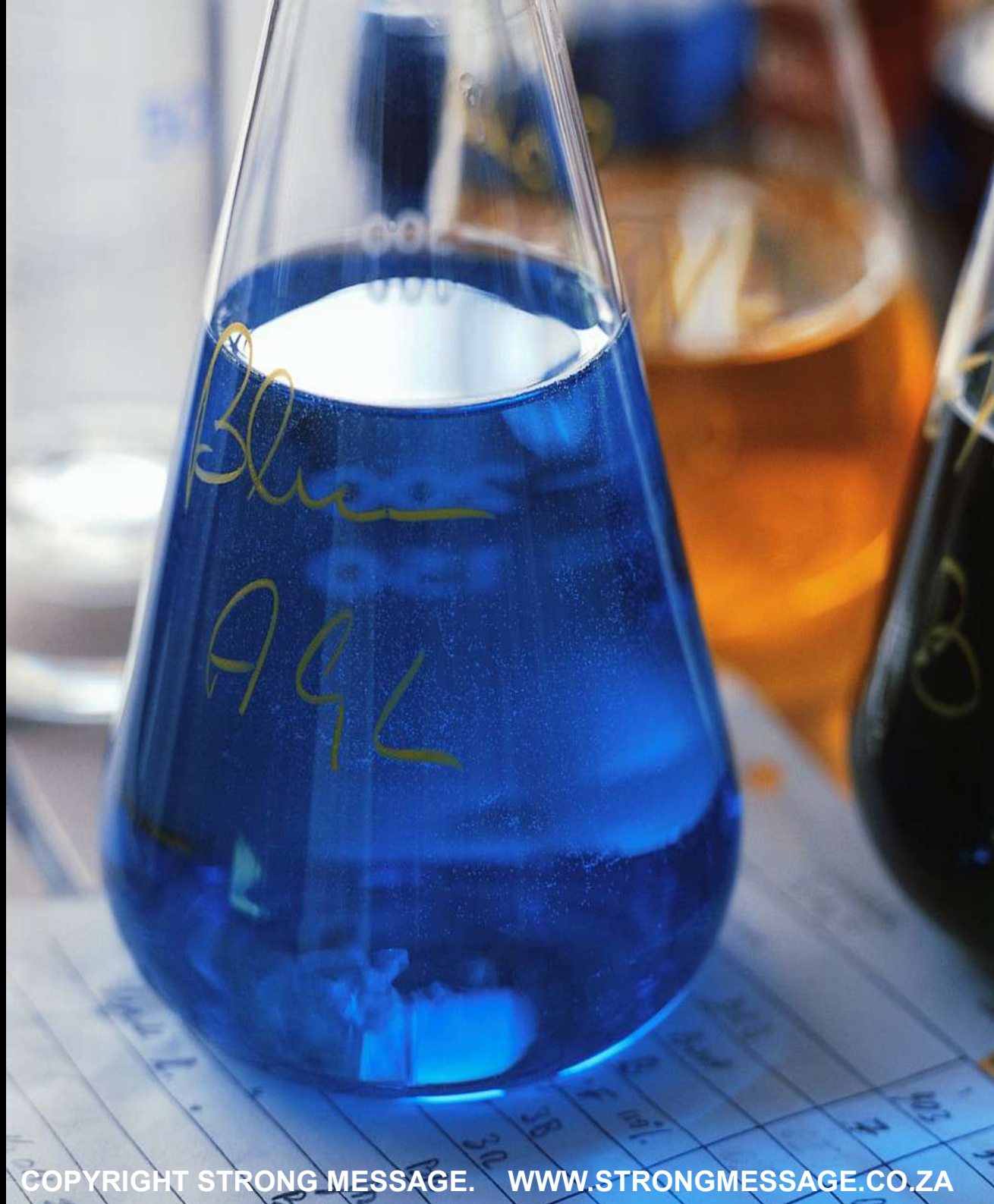


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- The **chemistry** of our interventions is dynamic and **value based** and includes elements of **fun** to make the interventions an **unforgettable** experience.



A group of children in school uniforms are gathered around a large chalkboard filled with mathematical problems involving addition and subtraction of fractions.

Mathematical Problems on Chalkboard:

- $\frac{1}{2} + \frac{1}{3}$
- $\frac{1}{4} + \frac{1}{6}$
- $\frac{1}{8} + \frac{1}{10}$
- $\frac{1}{12} + \frac{1}{15}$
- $\frac{1}{16} + \frac{1}{20}$
- $\frac{1}{18} + \frac{1}{24}$
- $\frac{1}{20} + \frac{1}{30}$
- $\frac{1}{24} + \frac{1}{36}$
- $\frac{1}{30} + \frac{1}{40}$
- $\frac{1}{36} + \frac{1}{48}$
- $\frac{1}{40} + \frac{1}{60}$
- $\frac{1}{48} + \frac{1}{72}$
- $\frac{1}{60} + \frac{1}{90}$
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- $\frac{1}{270} + \frac{1}{324}$
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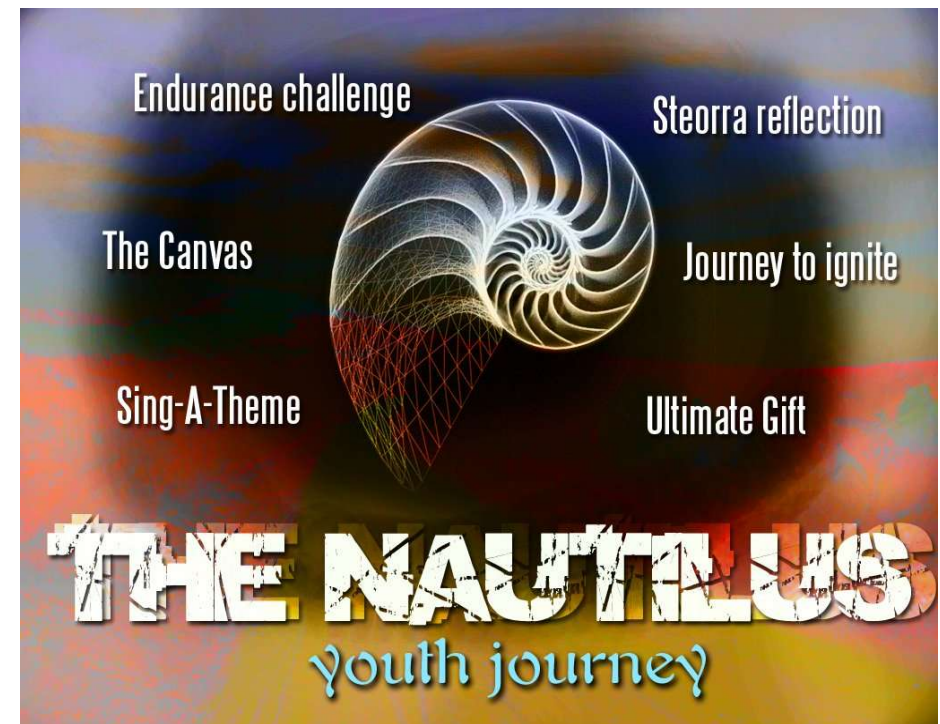


THE NAUTILUS INTERVENTIONS

CORPORATE INTERVENTIONS



YOUTH INTERVENTIONS



Newsbreak

Sing-A-Theme

The Don

Defend the Brand

Script to screen

The Canvas

Hammer of justice

The Candidate

Journey to Ignite

Character Shift

Legacy Story



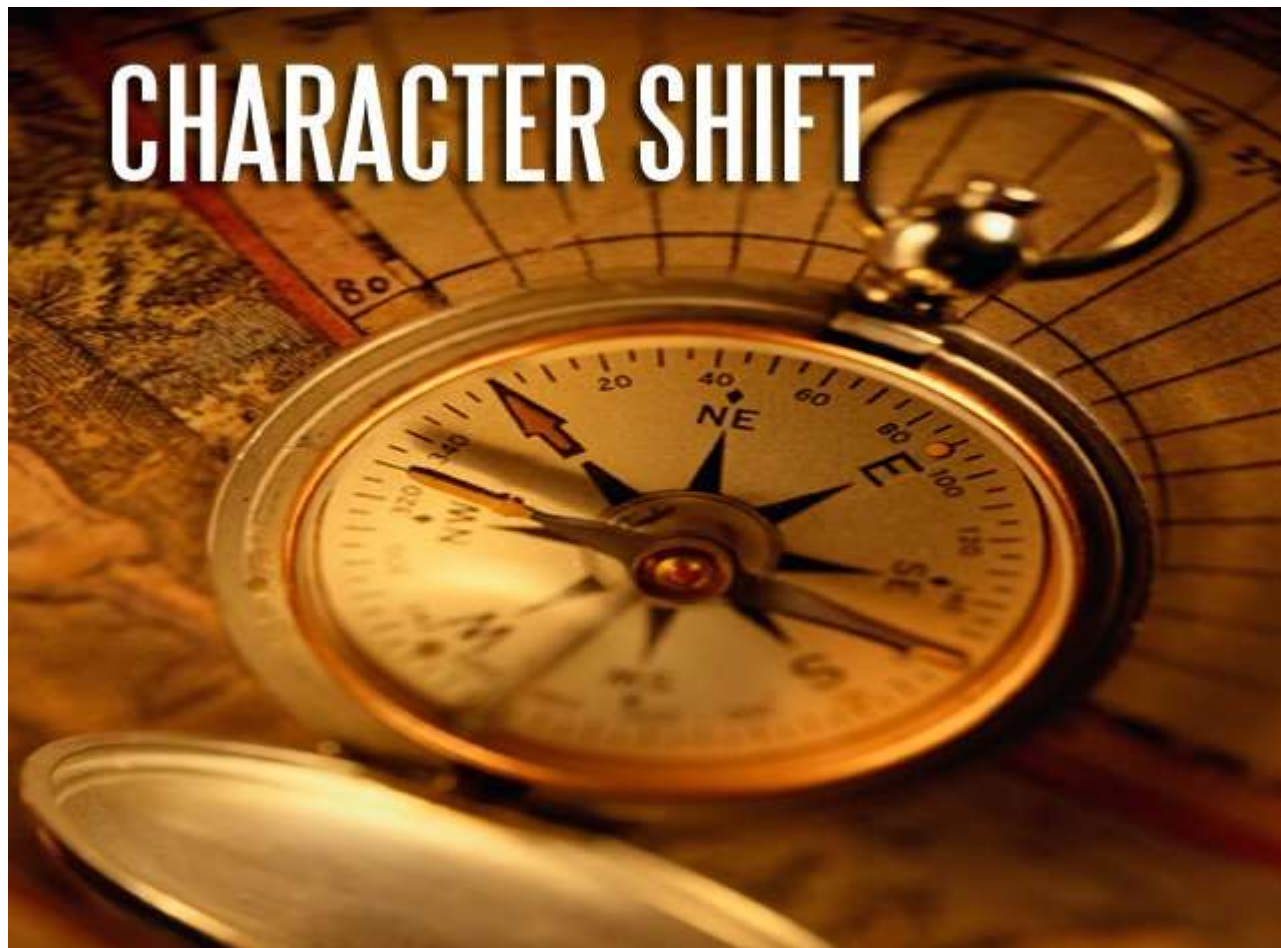
THE
Nautilus
JOURNEY PLAN

Team Building Interventions

Creating an opportunity for people to come together to share concerns, ideas, experiences, and to achieve common goals.



A leadership programme that strengthens relationships, improves communication and builds teamwork. If businesses are going to survive this lack of integrity we have to get serious about training on basic character qualities important to your business, to your integrity as a manager, and to the future of our nation. It is one thing to talk about being an Character, it is another to actually take action on a plan to develop ourselves and others as authentic leaders. When we see others finding their "**True Character North**", it helps us to see ours. You will build an action plan for your authentic Character leadership development for both you and your organization through the following interventions:



The Development programmes

River raft experience
Character Jenga
High ropes course
Corporate Snakes and Ladders
Canvas program options
BAT Challenge
Script to screen programme opportunity

The mindset

Collaborative and
catalytic

The Knowledge, Skills and Attributes

Emphasize, require and recognize
character

This **energetic, exciting, high-quality campaign** project puts you, the candidate, on the spot to present yourself and your place in the organisation after an intensive coaching programme on managing your career and dynamism competencies, leadership competencies, interpersonal, analytical, business awareness and operational competencies. It is then compiled/edited by a professional film team and presented with the project to senior management.

Come up with an **innovative way** to present yourself – find the key phrase that sums you up, state your unique skills to make the difference, and present the result to leadership through the video medium. Find what makes you stand out and **get the vote**.



The Development programme

- The heart of coaching and mentoring
- Optimising Human potential through developing your emotional intelligence

The mindset

Reflective and analytical

The Knowledge, Skills and Attributes

Listening and observing, giving feedback, passionate and persuasive self-confidence to involve others

The objective of The Canvas is for the teams to put together ideas to create a visionary painting of their team/organisation. Professional consultants will teach and equip participants with powerful lessons they can take with them into the workplace to make a success. Another great advantage of this project is the tangible, visible and valuable product at the end.

The Canvas **creates the mood**, an environment in which to innovate and inspire, leaving the masterpiece to convey the **symbolic significance** of their resolutions and goals to the organisation and staff, and harmonising attitudes.

You are the creator of your own work; the brush is in your hand. Ideal for participants who are serious about becoming a team that finishes well and who wants to revisit components like Targeted alignment, Unconditional commitment, Optimal trust, True team excellence, Holistic transparency, Team Achievement and Happiness.



The Development programme

- Company Character representation
- Team Crest design

The mindset

Collaborative

The Knowledge, Skills and Attributes

Networking, teambuilding and teamwork, boundless energy to motivate and energize, Targeted alignment, Unconditional commitment, Optimal trust, True team excellence,

Employee branding is not merely advertising. Branding is an integral part of the marketing strategy – it plays a **crucial role** in how the company interacts with clients, prospects, vendors, employees and others. The ability to attract and retain key staff stretches across all industries as human capital positions itself in today's corporate environment as the ultimate strategic resource. Human Capital cannot be replicated, it cannot be bought or sold and it does not lose market value. Employer branding is the practice of **developing, differentiating** and leveraging your company's brand message to your current and future workforce. Employer branding is the strategic organisational strategy within forward-thinking companies. These companies know that the key to increasing profit lies in human capital; they also know that the key to achieving this lies in employer branding.

Employee branding creates an image. Proper branding creates loyalty in customers as well as employees. It creates a **vision/dream** that people engage with. What image does your brand create?
And is this image remembered at all?



The Development programme

- Creative branding/ advert of team or organisation.
- Print, television or web format

The mindset

Collaborative

The Knowledge, Skills and Attributes

Maintaining Customer Excellence, Facilitating Perpetual Change, marketing and brand management, thrive on change, adaptability and responsiveness, curiosity and creativity

Music is what feeling sounds like. Corporate identity is a very decisive factor for a company – a shared song reminds people of corporate values and motivates staff to strive for excellence. The purpose of the “**real-time fine-tuning**” exercise is to understand the real challenges of key team members, obtain insight into and clarity on the organisational situation, as well as team effectiveness and music of the team.

Teams will be formed to create a corporate song for your organisation. The winning team's song can be included in a music video and become part of the company's culture and vision building. **Creativity, leadership, company values** – all of these, set to music, create a significant experience in bringing your team together and breaking down barriers. The final song will be recorded in a professional recording studio and will become part of the company music video.



The Development programme

- Company song and performance
- Company music video

The mindset

Collaborative

The Knowledge, Skills and Attributes

Managing diversity and different cross cultural worldviews, Delivering peak performance through focussed career management

The teams have to create their own newspaper within the given time. Editors, reporters, layout artists and photographers – the team has to assign the different roles in order to complete the newspaper. **Deadlines** are tight. Get your copy proofread, get your stories in on time... You have to create the hook to capture the reader, with the necessary information to engage the intellectual. This is a fun environment in which teams have the opportunity to express and explore. **Taking cognisance** of the risks, they calculate and overdramatise what could happen if the risks are not managed effectively.

Companies need to identify and capitalise on the threats and opportunities associated with their **most valuable asset – human capital**. The different risks need to be evaluated to see which have the most significant impact on the company. The company then identifies mitigating steps to manage the risk, be it to tolerate, transfer or terminate. Implement the mitigating steps and measure success or failure. The company will have a workforce that sets it apart from the opposition and will achieve its objectives.

There is still a great demand for information and interesting stories. The question is how are you going to deliver these and will you be able to deliver it on time?



The Development programme

- Create company newspaper
-

The mindset

Collaborative,
reflective

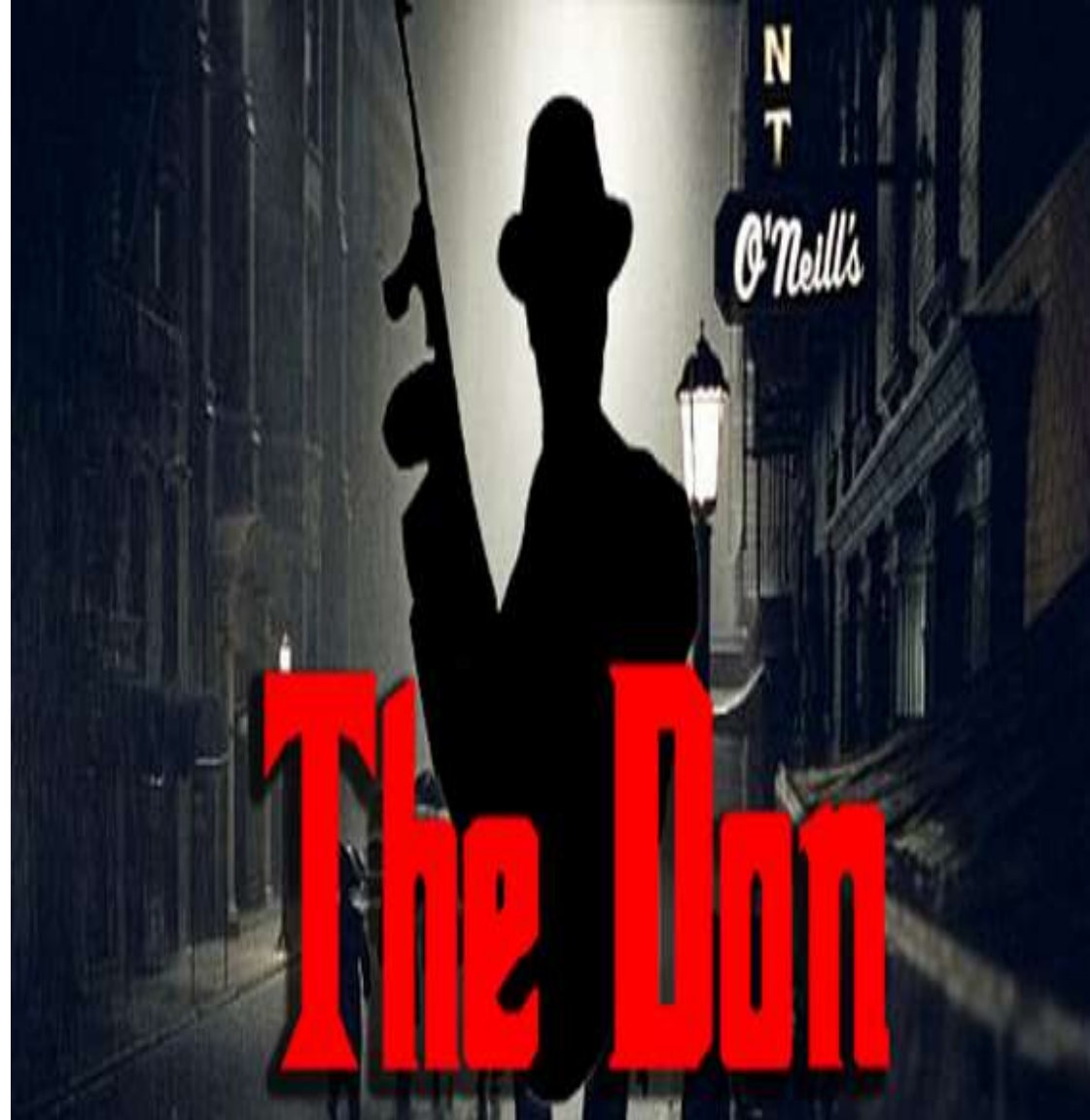
The Knowledge, Skills and Attributes

Interpersonal skills, organisational dynamics,
clear communication skills

This **energetic exciting project** put the team in a place where they have to form their own mafia family/ team and present this structure to the top management. Being a team player is no longer optional; it is mandatory.

This exciting project puts the change agent team in a place where they have to form their own mafia family/team and present this structure to the top management. Being a team player is no longer optional; it is **mandatory**. The fact is there has to be a category of people to straighten things out when situations get complicated. Present your Mafia family – their roles, your strategies and how you will use this knowledge to meet the five challenges towards reaching excellence in the organisation.

The fact is there has to be a category of people to straighten things out when situations get complicated. “Capish”



The Development programme

- The Don programme and evening dress up fun event

The mindset

Analytical

The Knowledge, Skills and Attributes

Decision sciences, intuition, perseverance, tenacity

Film making and theater is the most **collaborative** art form and needs enterprising people at every stage – it is all about overcoming obstacles and making things happen. Our strength is finding and promoting producible, engaging screenplays and ensuring that these character stories truly reflect your company. Programmes alone will not solve problems within organisations. Nor will rules and regulations. Organisations must be able to hire, retain, and develop employees whose actions are predictably right. The most accurate predictor of a person's future behaviour is his or her character.

The participants in this dynamic, character-based exercise will be split into teams, assigned genres and asked to **produce an original** company film in accordance with the given briefs.

This initial investigation identifies the dramatic essence of each moment, organises these moments into a dramatic unit, and leads to an overall design for rendering the script on the screen. Unleash your creativity

LIGHTS... CAMERA ...ACTION...



The Development programme

- Produce engaging screenplay
- Present theater performance/ film at Oscar evening
- Character programme option

The mindset

Catalytic

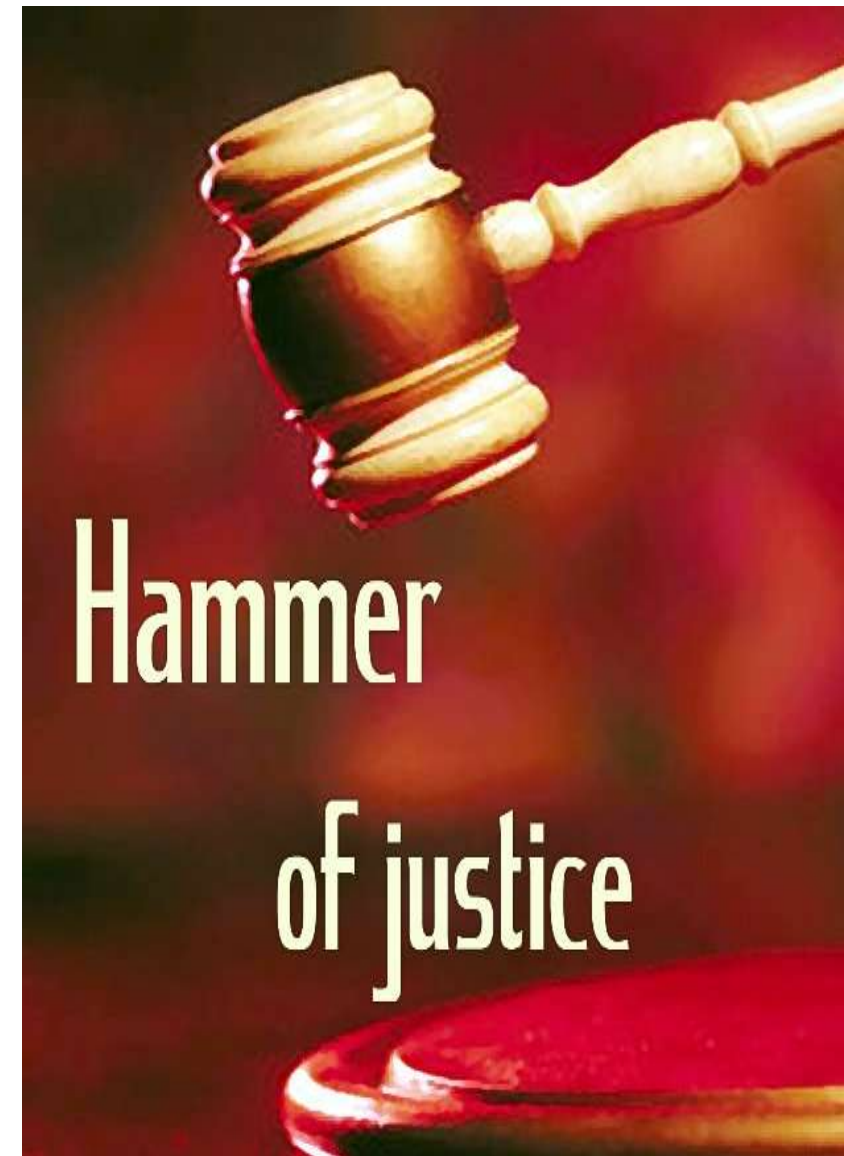
The Knowledge, Skills and Attributes

Dealing with ambiguity, uncertainty and paradox

A hard-hitting and emotional programme takes your organisation into the courtroom. In the justice system, the people are presented by two separate yet equally important groups. The prosecuting and the defence lawyers. The question is, what are their stories and who will convey the truth the best? How can the team members have purposeful conversations to put together their case and present it in time? How does the court drama play out in front of the judge and what does it show about **team dynamics**?

This exercise begins with assigning roles to the teams and setting up the case that is to follow. Each team has to put together their facts about the given case, with **evidence** and motivation to back what they are stating. This is followed by cross-examinations of witnesses, victims and other persons involved in front of the judge. Final statements are made and the judge leaves the room. The room is filled with anticipation and there is silence as the judge re-enters the room. "All rise!" The verdict then follows.

The purpose of this creative and challenging exercise is to understand the real concerns of key people, obtain insight into and clarity on the organisational situation as well as **team effectiveness** of management teams at any level, and finally to enable the management team to get to know each other.



The Development programme

- Courtroom programme with real case problem from organisation

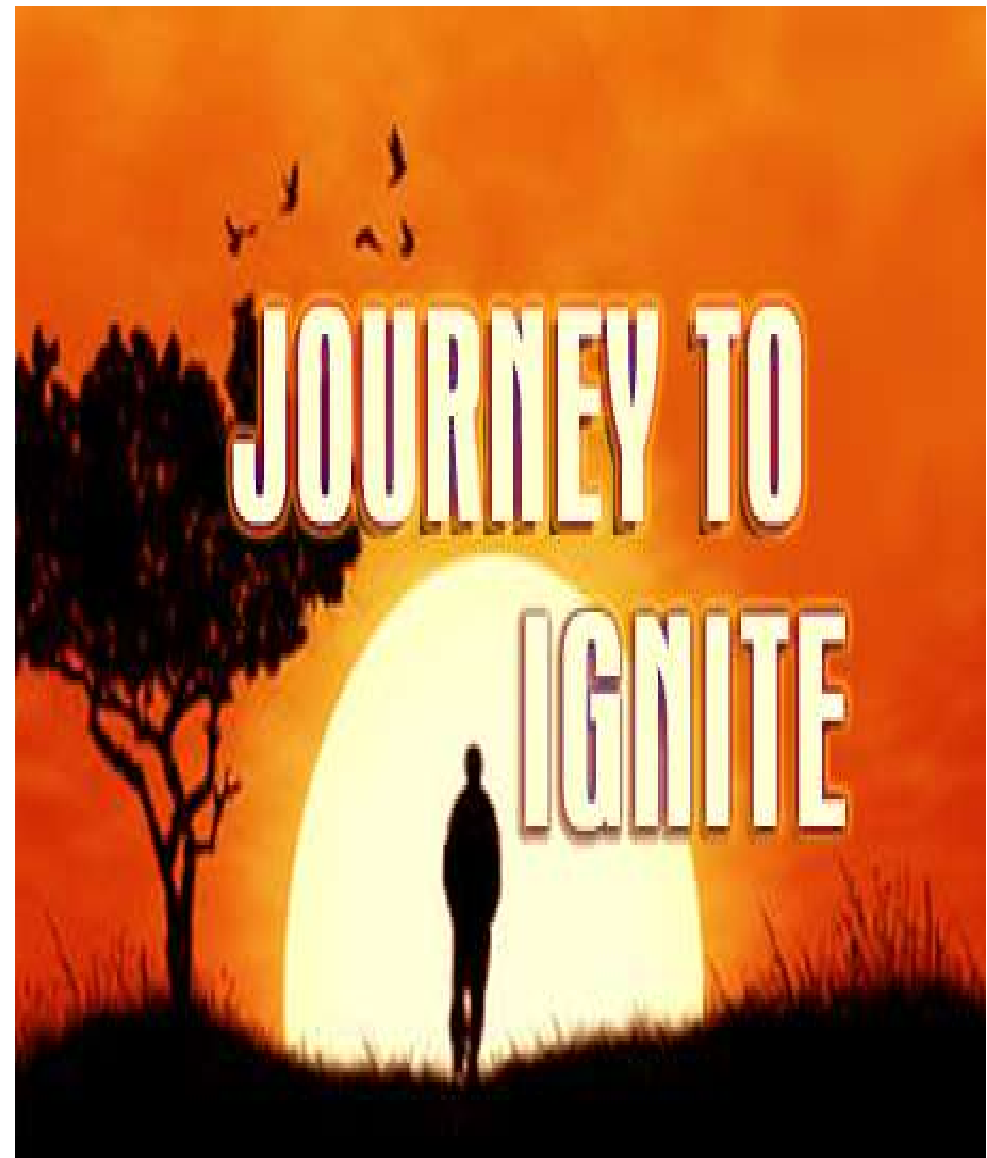
The mindset

Analytical,
Collaborative

The Knowledge, Skills and Attributes

Judgement, and judging
performance

Engaging in **open and collaborative discussion** about your work and team with a facilitator, and regularly writing up your learning in a journal or log book, is a process of this special event. Reflective writing provides an opportunity for us to think critically about what we do and why. It provides a record of events and results and your reactions to them, data on which to base **reflective discussion**, and an opportunity for participants to challenge themselves and what they do and to free them to do it differently and better.



The Development programme

- Various hiking options
- Overland trips
-

The mindset

Analytical,
Collaborative

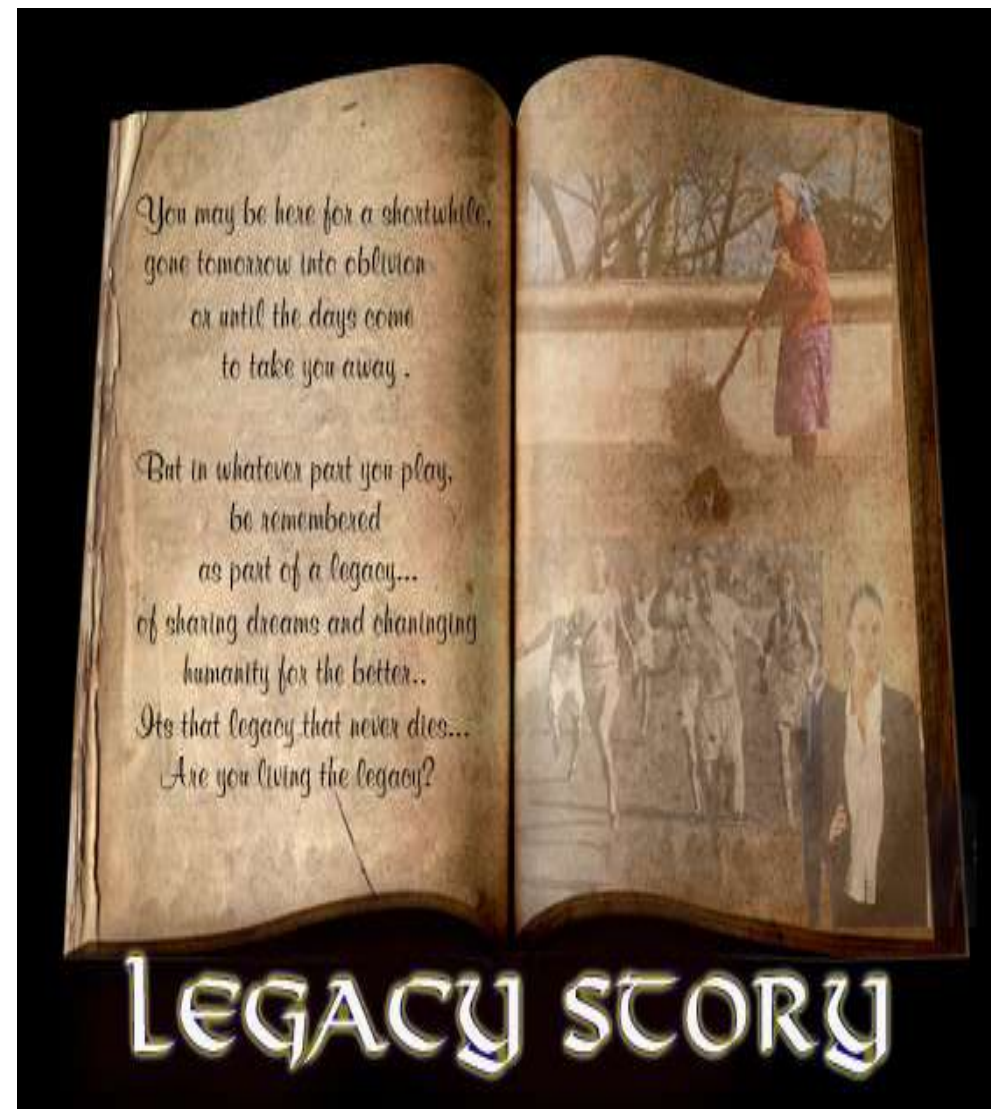
The Knowledge, Skills and Attributes

Stress management , talent assessment,
heartbeats personal reflection, half time
management

To **build a legacy**, you need one thing: a sincere desire to be part of something bigger than yourself. Being part of something bigger than yourself gives your life a sense of purpose and meaning. It has intangible rewards. It makes you feel better. It energises you. It props you up in the most difficult of times. What will be the difference you make? What legacy will you have?

Make today count.

A programme to influence and inspire people with real stories. Legacy story is a biographical film technique where we craft the real stories of people, real companies, their struggles, and their success, into films to **inspire** and teach others.



The Development programme

- Finish well programme
- Half time management
- Share your story

The mindset

Reflective

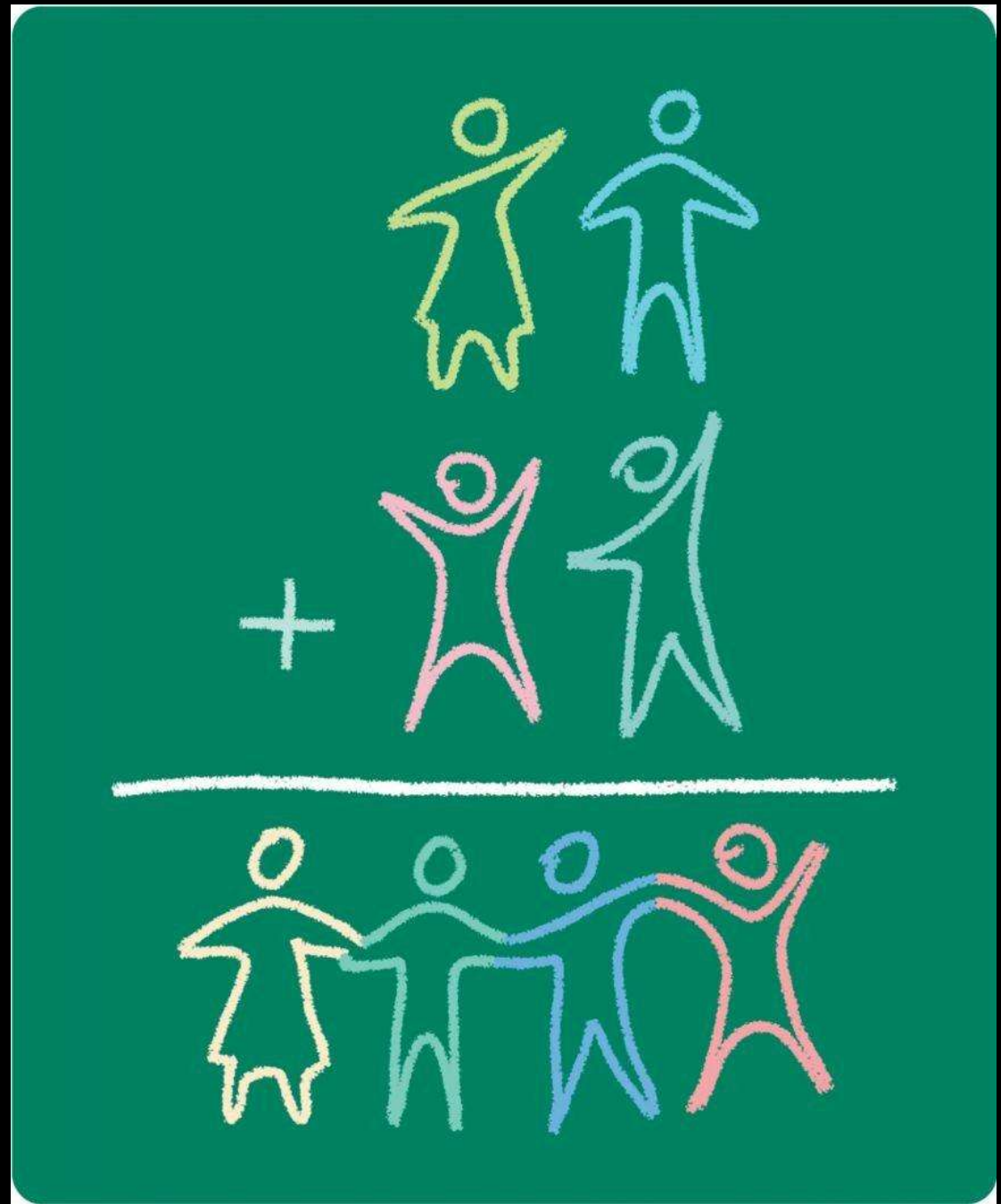
The Knowledge, Skills and Attributes

Accountability, ability to make complex simple, worldly awareness demanding excellence, finish well

Summary

The major objective of our courses is to sow the seeds for an aligned strategy with regard to People and Change Management issues. We will attempt to do so by providing an integrated conceptual model of People Management, as well as transformation issues.

Delegates will be provided with the opportunity to assess their own competencies against these models. They will master the complex issues relevant to the practical management of people within a changing global context and the application of broader organisational strategies.



Our products and services

We offers a comprehensive People and Change Management CD-Rom learning guide as part of its various training programmes.

We offer training material that will really matter to you.

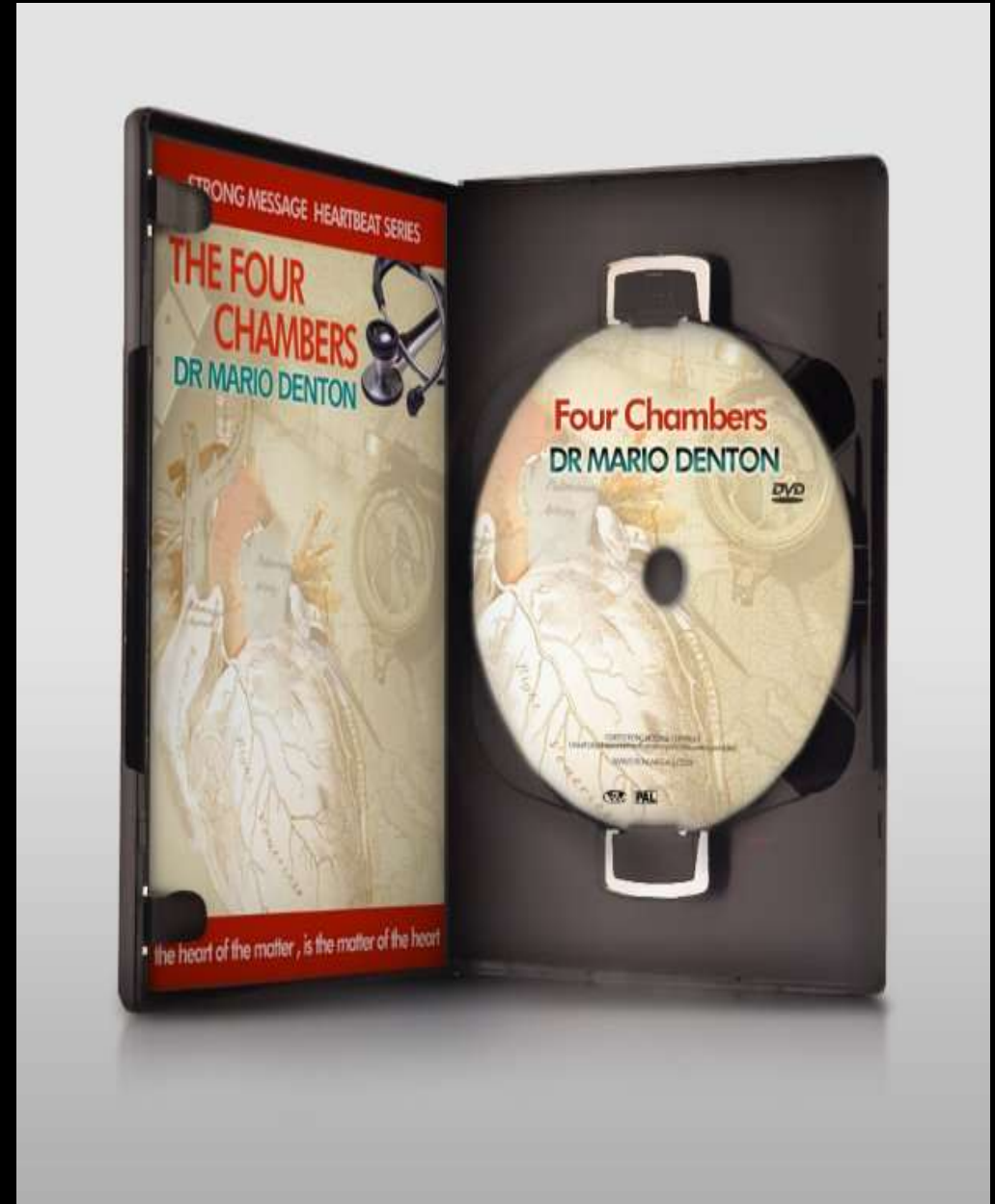
We offer skilled facilitation describing the latest thinking or best practice in a particular area.

Each programme consists of an action plan for implementation after the programme.

The focus is always on real-life issues and removed from stereotypical out-of-touch or generic concepts.

Through its People and Change Management Forum we also provides ongoing assistance.

With the **Destiny mentorship** programme further coaching options are available



Power hour interventions and resources

Out of clutter find **simplicity**; From discord find **harmony**; In the middle of difficulty lies **opportunity**

Powerhour offers a variety of intense development programmes.

Powerhour empower members with the right equipping tools to build and strengthen their leadership capabilities. Powerhour is an intensive learning program for managers, coaches, change agents, emerging leaders and passionate individuals.

These programme creates the platform for transformational shifts in leadership effectiveness resulting in significant benefits for you, those you lead and your organisation. You will gain profound insights into the nature of leadership and into yourself. Many participants have described the programme as amongst the most significant in their lives from both a professional and personal point of view.



POWER HOUR
INTENSIVE LEARNING

Our POWERHOUR training sessions includes the following burning issues:

1. Discover the true value of your team
2. Maximising your potential - building energy and commitment
3. The season of a manager's life
4. Career Success and family excellence
5. Don't be happy with success. Make a difference. Strive for significance
6. Emotional competence. The missing link towards optimal performance
7. Performance appraisals. From curse to blessing
8. Facilitating perpetual change
9. Finish well
10. Value added coaching - a sustained way of keeping at the top of things
11. Encouragement: The oxygen of the soul
12. Burnout: Make it your ambition to live a quiet life
13. Detoxification in the workplace
14. What life lessons they should have told MBA students at business Schools



STRONGMESSAGE

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Corporate sins- learning points

from Professor Mervyn King &
Dr Mario Denton

**The truth about toxic
exposure in the workplace**
The current work culture of working harder
and faster to produce results translates
into extremely long working hours
and high self-sacrifice

Every day, South African directors
are faced with a multitude of
difficult decisions. As with
complex decision, the right
choice is not always obvious,
and involves much
deliberation and research.

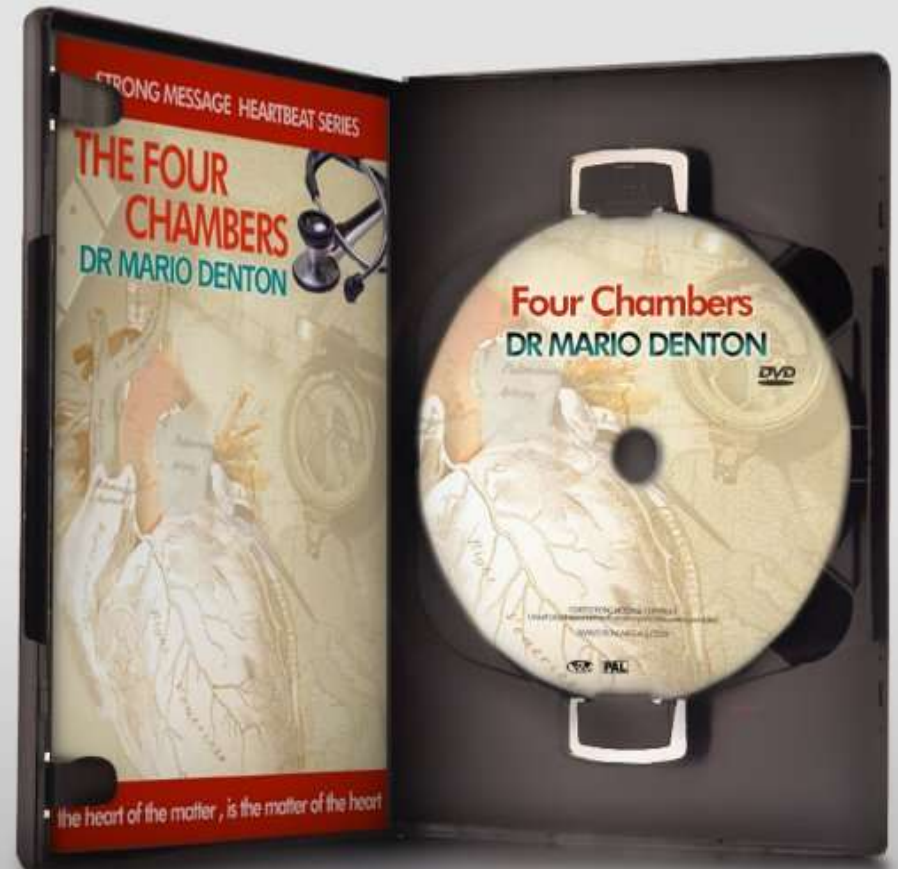
The time has come for the Hammer of Justice

ENROLL TODAY IN DESTINY PROGRAM



Further development tools

Whether it's coaching an employee, leading a team to complete a project, or prioritizing and managing your own time, you need a dependable resource that can help you meet these challenges successfully. Strong Message provides you with the latest Knowledge Resources, Workbooks, Films, Ebooks and other Digital resources. Created to make you think and help you dissolve problems- these tools are great for individual reflection, daily reading as well as work group material.



Endurer- challenge

Steorra reflection

The Canvas

Journey to ignite

Technē- art inspire

Ultimate Gift

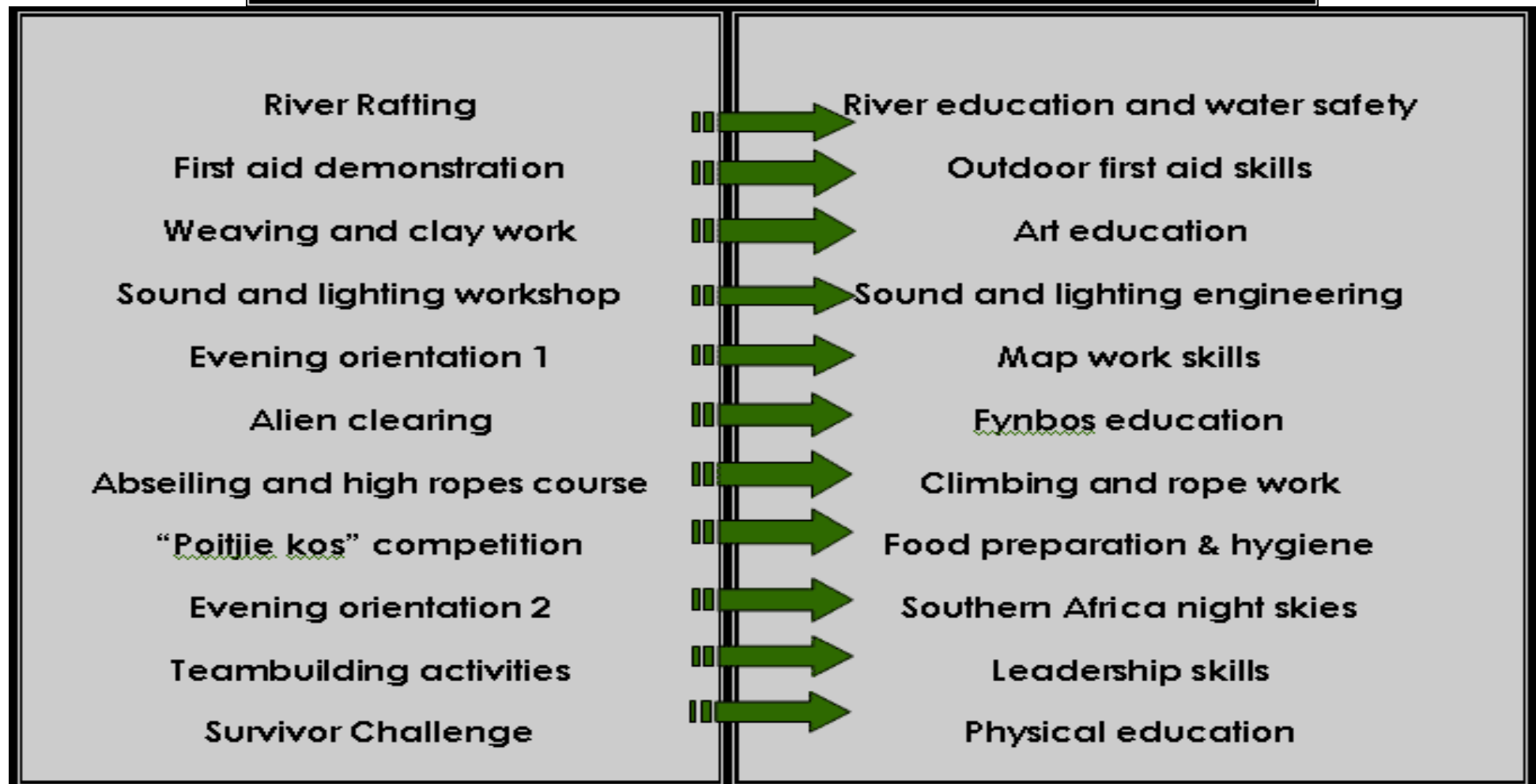


THE NAUTILUS

youth journey

We can organise and operate the entire camp for you or just take care of certain activities such as abseiling, rock climbing, hiking, high ropes or raft building while you look after the rest. Our emphasis is on proving experiential learning through adventure activities with educational and self-development outcomes.

Fun Activities leading to **Learning Opportunities:**



Intensive **hands-on program** of activities that integrates visual, technical, and performing arts mediums to stretch the imaginations

Identity is a very decisive factor for any group – a shared song reminds people of values and motivates people to strive for excellence.

Working hard and sweating it out at an **intensive training camp** in preparation for your musical to be performed.

Helping youth develop independence, friendships and courage. This goes to show that these youths are determined to show the world that they can make a difference and set an example. Indulge and appreciate nature, choreograph dance performances, experience creativity within yourself and team members.

It all culminates in a **life changing stage** production starring all of the campers, either on stage as actors, singers and dancers or behind the scenes as the film production and technical crews



The Development programme

- School group related intensive camp
- Steorra camp programme

The mindset

Collaborative, reflective

The Knowledge, Skills and Attributes

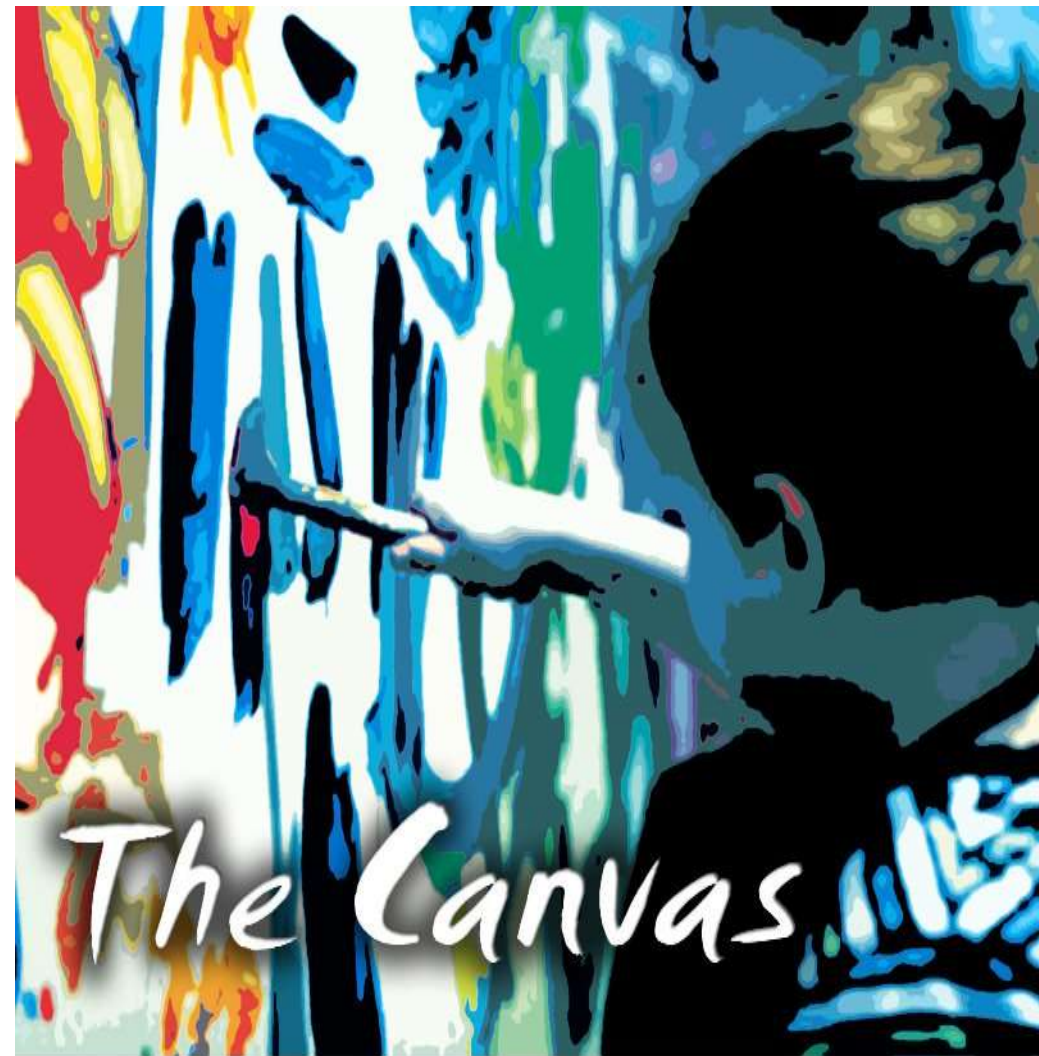
Self-esteem, teamwork and creative potential
Dancing, writing, acting, drawing, improvisation, song writing and singing and many more

The Canvas provides kids with the opportunity to **explore** the arts hands-on through drawing, painting and other forms. Through this workshop based programme, we provide the guidance and resources to bring creativity and passion to life.

It is a journey to explore the sights, sounds, smells and crafts. It is about seeing potential in yourself, the **beauty** in nature and crafting your skills. Students will be encouraged to express their creativity and have fun using their imagination in each painting. It is about self expression as well as working together on collaborative artwork and excercises.

The Canvas creates the mood, an environment in which to innovate and inspire, leaving the masterpiece to convey what has been learn't.

"Let children **explore and try**. Let children make mistakes and learn from them. Allow them to grow to succeed and become more than they could have ever **imagined**.



The Development programme

- Gifts and talent discovery
- Character first programme extension
- Nature Workshop
-

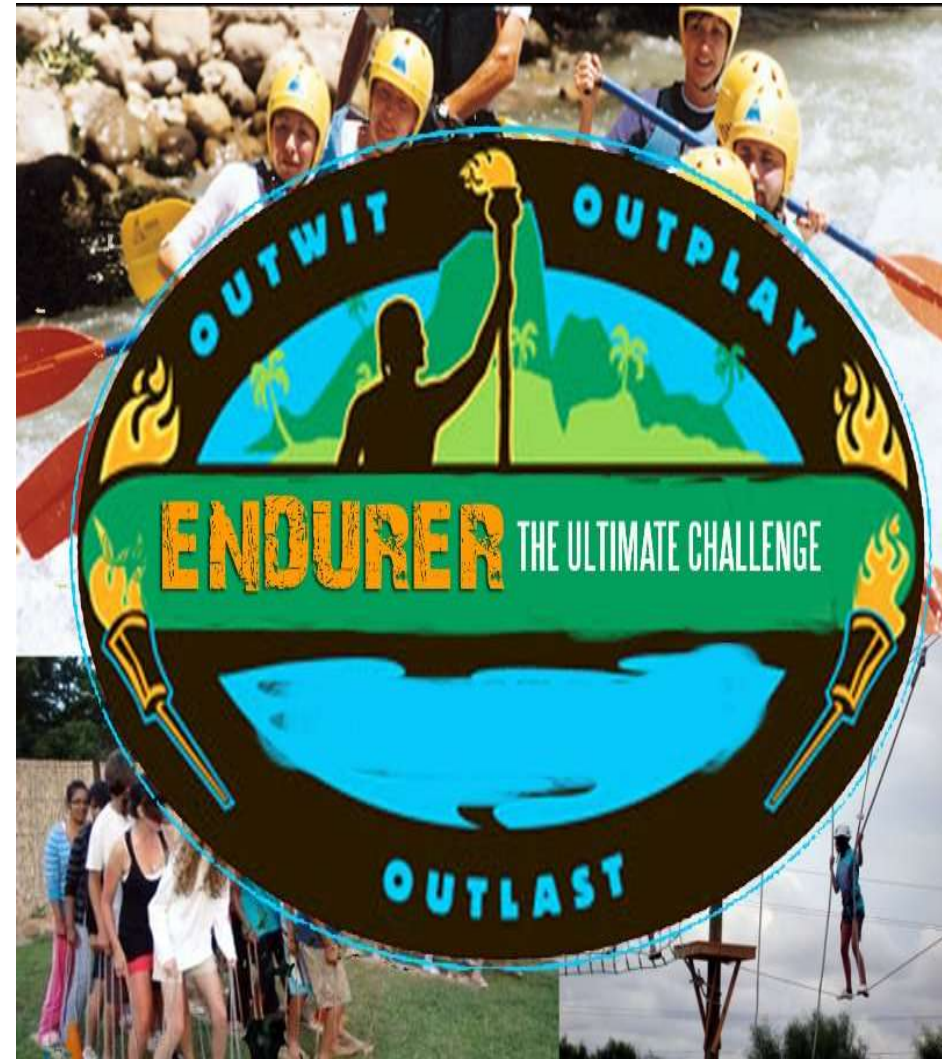
The mindset

Collaborative,
reflective,
analytical

The Knowledge, Skills and Attributes

Self-esteem, teamwork and creative potential

A team-building event to stimulate and strengthen the bond between members of any team. The concept will involve a series of fun and participative activities in the **teams / tribes**. Our team will set up and run each activity. Our guides will ensure safety and first aid will be available at all times. The group would be split into their respective tribes and be required to find and complete several activities. Survivor is an **outdoor teambuilding** event that physically and mentally challenges the delegates whilst providing an avenue for team ethic, healthy competition and development of interpersonal growth. In all these camps, we aim to provide groups with adventure learning experiences within an environment which is conducive to expression, exploration and development. **Challenge individuals** to get out of their comfort zones and learn a new skill. Our emphasis is on proving experiential learning through adventure activities with educational and **self-development outcomes**.



The Development programme

- Riverrafting camp or tour
- Bush Survival camp
- Sport or “boere sport” camp
- High Rope and wall climb activities

The mindset

Collaborative,
reflective

The Knowledge, Skills and Attributes

Endurance, Self-esteem, teamwork and potential



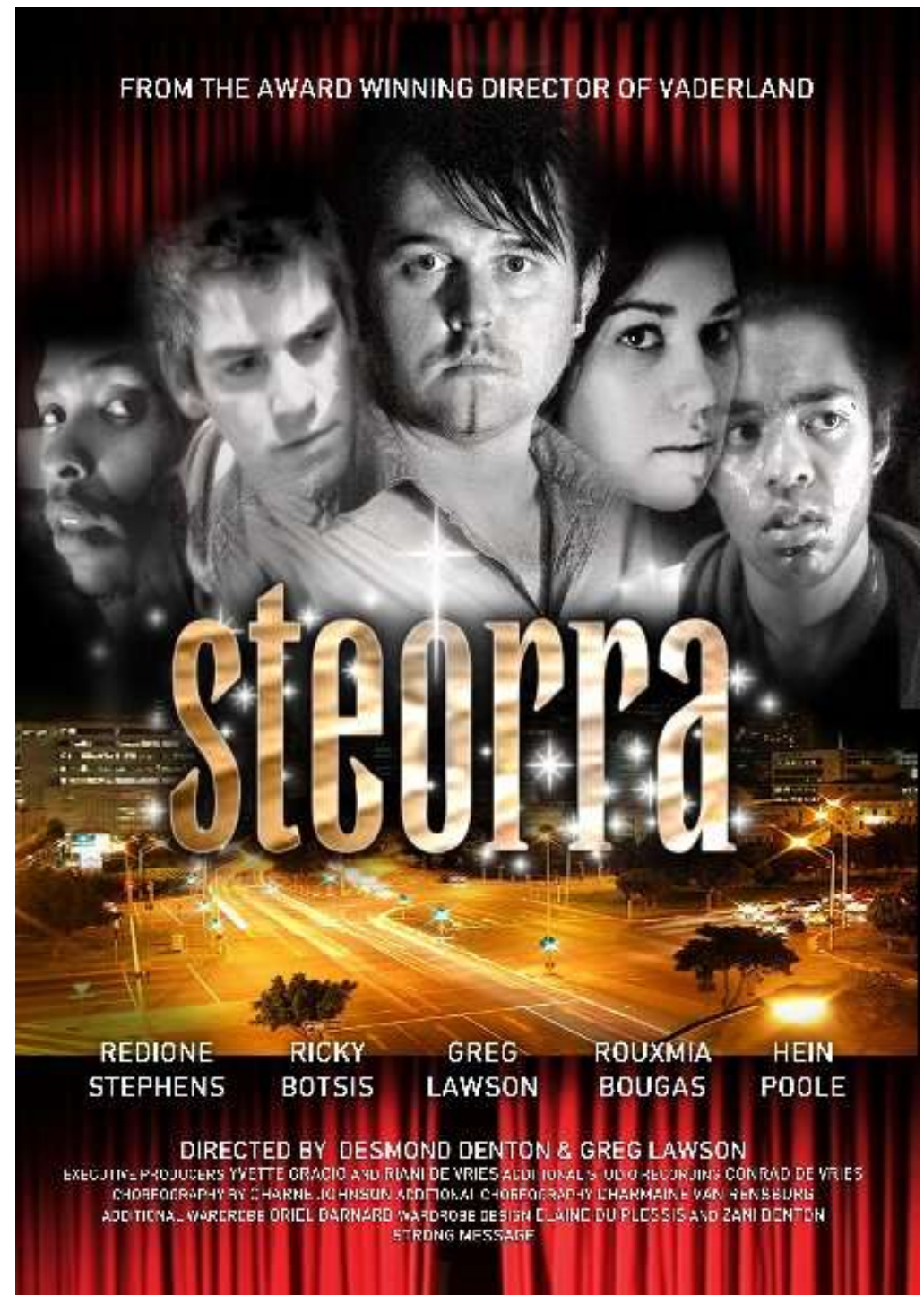
This first joint venture film by directors Desmond Denton and Greg Lawson will leave audiences with the awareness that in life it's not what we achieve, but what we leave behind that ultimately matters.. Jared Sutherland, a "has been" director is attempting to regain his position of the once well known director and also to fulfill a promise he made to his daughter who tragically died three years ago.

By working with the cast and attempting to bring the nativity play to life Jared as well as some of the main cast undergoes a time in which they affect each others life's.

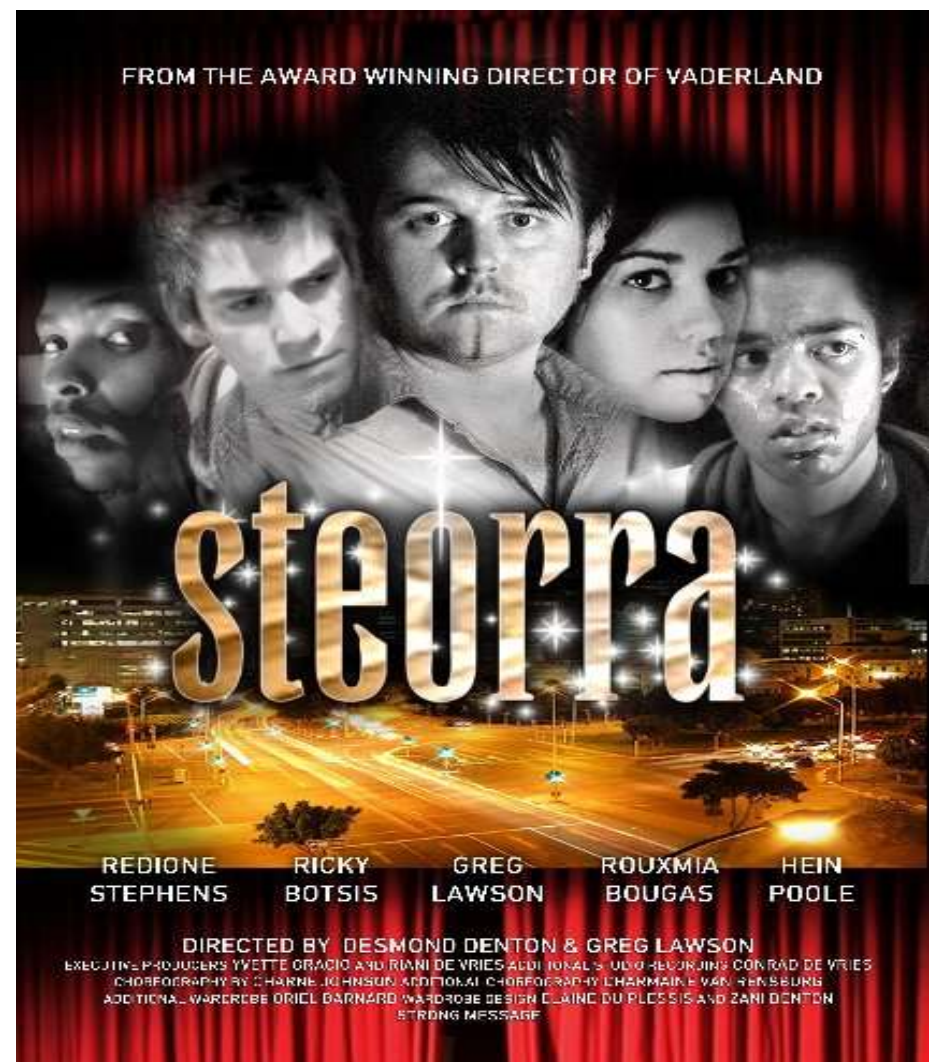
They all go through their **own ordeals and struggles** and keep on fighting for the dream that **burns in their hearts**.

The film has a South African flavour and will take the audience on an emotional journey through the lives of four very different individuals - from the Cape Flats to Camps Bay - who unintentionally alter the course of each other's lives during their preparation for a Christmas stage production.

This is not a typical Christmas story or film style and will appeal to film lovers of various cultures and religions who enjoy a bit more substance around the humour and intrigue of a predictable story-line.



A great camp to **spark discussions** around the relevant topics leading to how we affect each other's lives, our communities and ultimately what we leave behind. A thrilling way to refresh your senses, reflect and engage with team members in this great learning experience. Sleep under the stars, learn to camp, create great meals outdoors, forest education and many more. This camp is all about **getting back to the basics**. This exercise helps us to get our minds **clean of all the clutter** and start experiencing what is around us. Let your thoughts, words and actions express your true essence – the very best of who you are.



The Development programme

- Character development and self assesment
- Church youth programme- example Follow in His footsteps programme
- Full on camping in nature experience

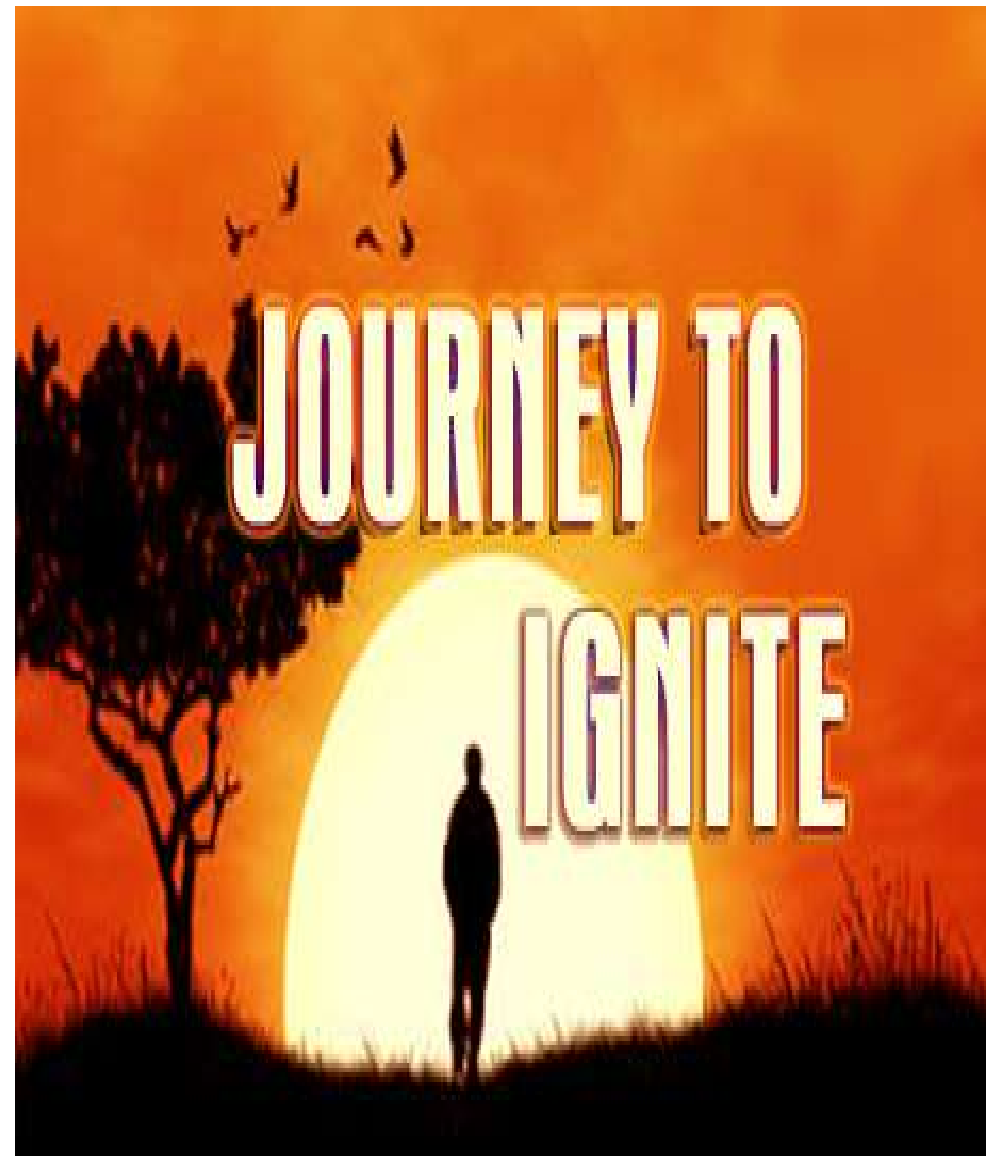
The mindset

Collaborative,
reflective

The Knowledge, Skills and Attributes

Honour your values, Link your personal goals to a larger vision, Know who you are,

Engaging in **open and collaborative discussion** about your work and team with a facilitator, and regularly writing up your learning in a journal or log book, is a process of this special event. Reflective writing provides an opportunity for us to think critically about what we do and why. It provides a record of events and results and your reactions to them, data on which to base **reflective discussion**, and an opportunity for participants to challenge themselves and what they do and to free them to do it differently and better. This intensive programme is designed to create a better understanding and awareness of what our inner selves, develop skills in leading others, grow in **character** and to cultivate the inner attributes required to reach your dreams and significance.



The Development programme

- Various hiking options
- Overland trips
- Character first programmes
- Leadership Development
- Scouting programme

The mindset

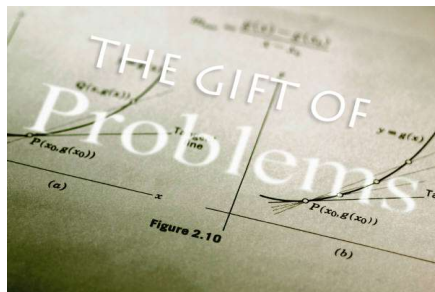
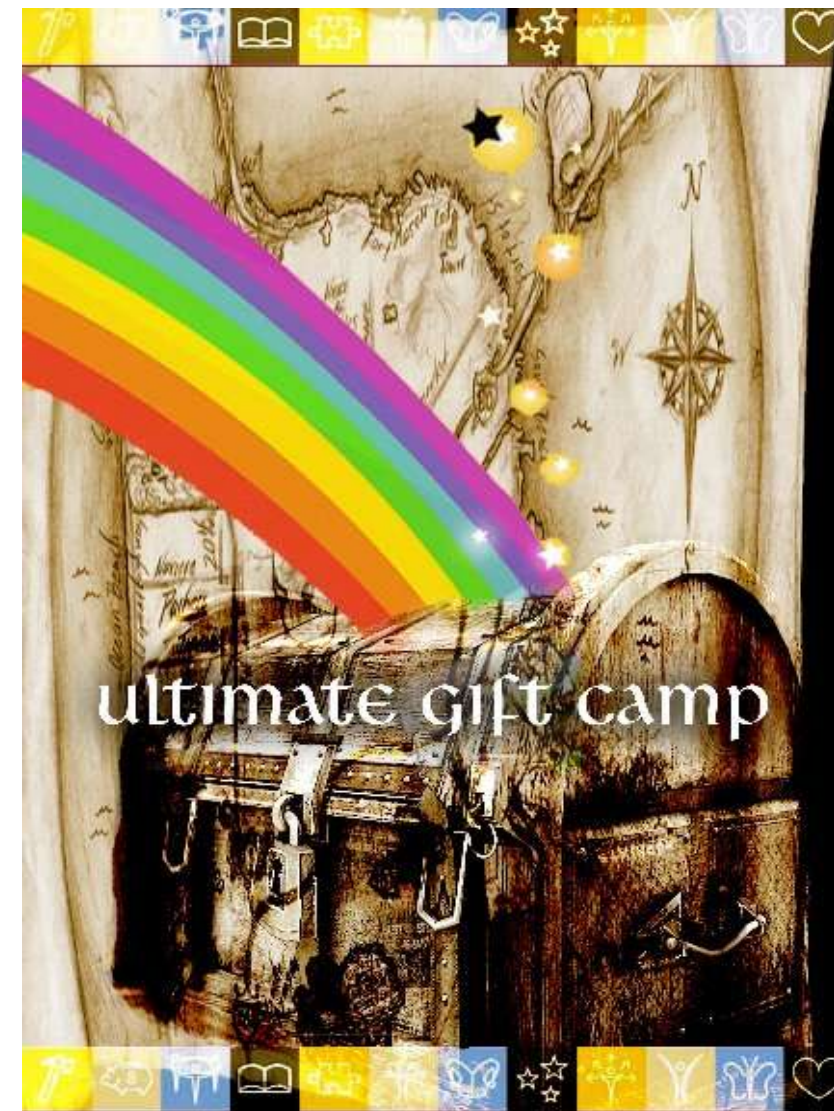
Analytical,
Collaborative,
reflective

The Knowledge, Skills and Attributes

Take responsibility, Self value, critical analysis of relationships within a social context, Self Acceptance, Love, Dignity, Courage, character and leadership

The **Ultimate Gift Camp** is based on, a best-selling book by Jim Stovall. The camp teaches youngsters **life-changing lessons**, forges meaningful relationships and challenges learners to give back to others in need. The Ultimate Gift Camp, touches on important **core values** such as the gift of **love, family, friendship, laughter and even problems**. Through various activities done outdoors on the camp we inspire learners to realize that.

“The only way you can truly get more out of life for yourself is to give part of yourself away.”



The Development programme

- Ultimate gift programme
- Character based programme

The mindset

Analytical,
Collaborative,
reflective

The Knowledge, Skills and Attributes

Teamwork, intrapersonal and interpersonal skills, communication skills, problem solving,

**We look forward to
taking you through our
very stimulating and
dynamic programmes,
as well as discussing
your needs.**

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