



VSL

SERVICE OFFERING

# WORKFORCE ENABLEMENT

**GET PEOPLE TO OWN THE STRATEGY, AND THEY WILL SEE IT THROUGH (BLUE OCEAN STRATEGY).**

**WE BELIEVE THAT SKILLED AND EXPERIENCED ADVISORY PARTNERS ENABLE NEW PERSPECTIVES AND CONFIDENCE IN NAVIGATING TOWARDS SUCCESS.**

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*"If protection of intellectual property begins to disappear, creative companies will disappear or never get started. But there is a simpler reason: It's wrong to steal. It hurts other people. And it hurts your own character."* **STEVE JOBS**

# WORKFORCE ENABLEMENT

## ENABLEMENT SOLUTIONS FRAMEWORK

# WORKFORCE ENABLEMENT

CHANGE MANAGEMENT, TRAINING, CULTURE, COMMUNICATION AND COACHING

### FORMULATE STRATEGY & GOALS

- Environmental & Trend Analysis
- Evaluation of Strategic Options
- Feasibility Studies
- Business Case
- Business Model Alchemy
- Capability Maturity Assessments
- Target State Definitions

### ARCHITECT CHANGES

- Target Operating Model Design (People, Process and Technology)
- Business and Process Architecture
- Customer Experience Blueprint Design (incl. Customer Journey and Emotion Mapping)
- Gap Analysis Between Current and Desired States

### DEVELOP ROADMAP

- Prioritisation and Rationalisation of Portfolio of Change
- Understand Dependency and Integrations
- Define Roadmap From Current To Target State Including Transition States
- Evaluation, Selection and Onboarding of Preferred Service and Technology Providers

### MOBILISE AND IMPLEMENT

- Portfolio, Programme and Project Management
- Vendor and Supplier Management
- Performance Monitoring (Status, Risk and Issue Reporting)
- Roadmap and Blueprint Refinement
- Agile Ceremonies
- Transition into Operations

### GOVERN AND MEASURE

- Business Realisation Tracking
- Reporting
- Commercial Management

QUALITY ASSURANCE ACROSS THE DELIVERY LIFECYCLE

# WORKFORCE ENABLEMENT

## PERFORMANCE

- Business strategy design, development and mobilisation
- Strategy workshop Blue Ocean™
- New service offering design
- New organisation model design (and deployment)
- New process design (including jobs, reporting & governance structures and roles)
- Training (content development)
- Training (planning & delivery)
- Organisational effectiveness assessments
- Job and organisation design
- Technology diagnostics
- Customer user journeys
- Project and programme management
- Value and business case design
- **Behavioural Economics Customer-centric audits and transformation**

## CHANGE PURPOSE

- Impact sessions
- Shared vision & goal alignment
- Leadership alignment and action conversations
- Organisation web analysis
- Change readiness toolkit
- Leadership action assignments

## CHANGE DESIGN

- Business behaviour schedule
- Out the box labs
- Change impact dashboard
- Future forward change toolkit
- Culture journey
- Change champ sessions

## CHANGE CAPABILITY

- Business behaviour schedule
- Immersive and experiential learning
- Game-based learning
- Business readiness dashboards
- Critical events framework

# PRODUCTS AND SERVICES

## IMPACT MEASUREMENT

- On-boarding accelerators
- Adoption trackers and dashboards
- Digital engagement platforms
- Internal collaboration tools and social media

## CULTURE

- Organisational culture change
- Culture management
- Sales to service culture
- Employee engagement programs (digital)
- Employee experience design
- Customised training, mentoring, coaching programs

## LEADERSHIP



**CHRISTO SMIT**  
**BUSINESS ADMINISTRATOR**

Christo is an experienced business leader with a stellar track record as a turnaround specialist in the digital agency space. His focus is solely on business strategy & planning, new media applications for digital transformation and learning & development.



**GINO SMITH**  
**WORKFORCE ENABLEMENT**

Gino has +14 years' experience as a talent and organisation HR professional. Gino believes that sustainable success is enabled when the workforce is planned and mitigated for – better equipping organisations and projects to realise planned benefits and ROI.



**NADIA LEONARD**  
**LEARNING SOLUTIONS**

Nadia is a seasoned management consultant with extensive experience in the digital transformation space. With local and international experience, Nadia leads the VLS Learning Solutions team that specialises in learning advisory, content experience design and technology implementations.



**DAVID O'DONNELL**  
**BRAND COMMUNICATIONS**

David is a communications and digital media specialist with over 15 years' experience in the multimedia industry. He has over 100 projects under his belt in the industrial sector including process illustrations, tender clarifications and learning applications.

## STRATEGIC PARTNERS

**THANDO DINGAAN**

The ex-CEO of DWF collective and Mother Russia has an incredible passion for learning and development of blue-collar workers throughout South Africa. As part of the CLoX initiative, Thando offers strategic and operational insight throughout the rollout strategy.

**SAJEED SACRANIE | ALKEMI**

Creating value through strategic alliances; the aim being to “grow the pie” by crafting new opportunities. This is done by leveraging assets (brands, networks and infrastructure) and structuring transactions that align interests and generate mutual and accretive value.

**JASON CAPE | ORYX CAPITAL**

Ex-Bain & RMB consultant with a vast network and experience in the financial services industry. Jason's involvement offers unparalleled financial modelling experience to provide ROI and viability assessments on both projects and VLS expansion initiatives.

**DANIEL SWART | CAPITAL CHANGE**

An experienced management consultant with a primary focus on oil and gas within the South African consulting sphere. His understanding of the underlying business metrics offers end-to-end execution capability in the Human Capital space.



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