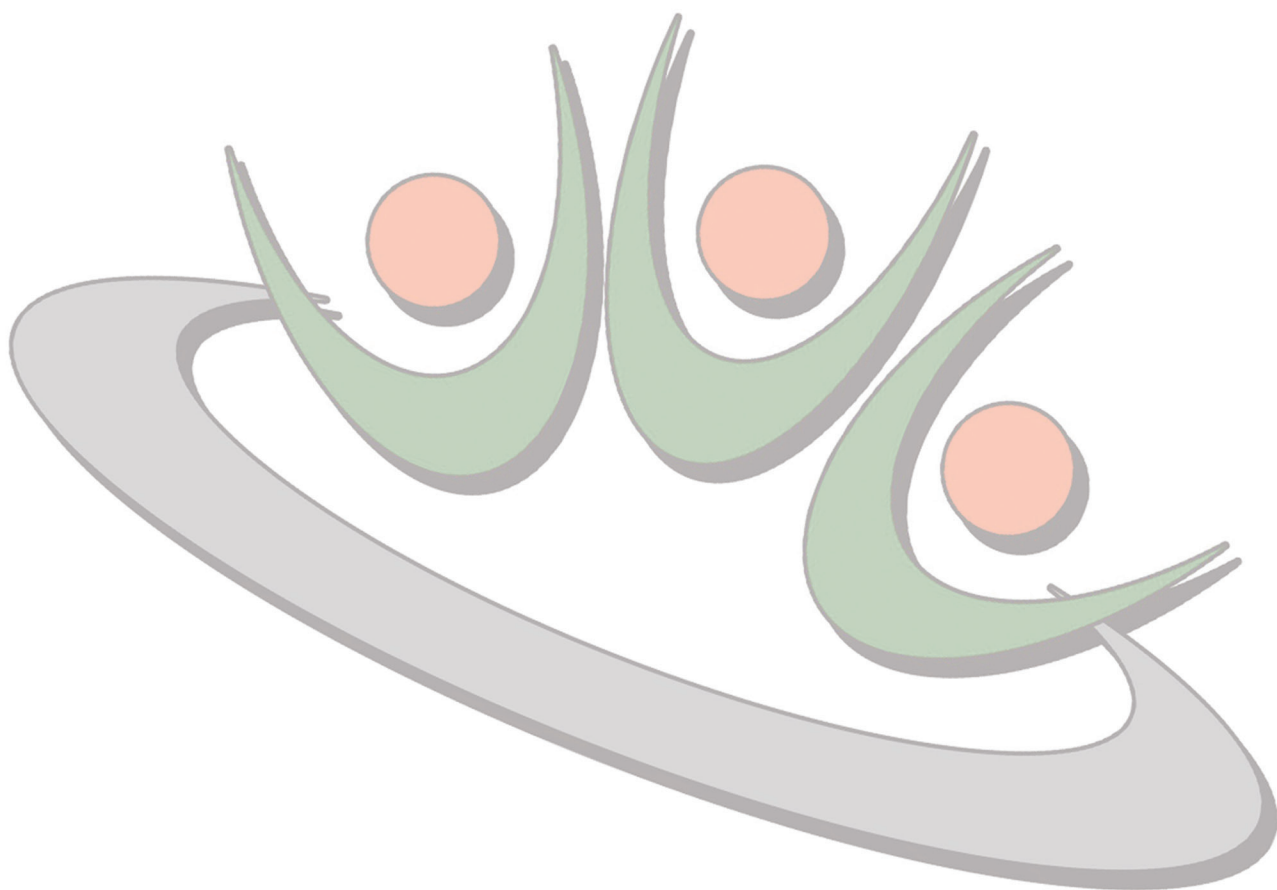


Company Profile



LEAD **BEYOND** MARGINS_{(PTY) LTD}
unleashing human potential





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Introduction & Background:

Lead Beyond Margins (Pty)Ltd is a Cultural Transformation and Strategy Management company that specializes on understanding the intricacies of human behavior. The organization's structure has three pillars as their focal point, that is:

- Cultural Transformation Tools
- Strategic Management
- Coaching & Mentoring

Our Approach Our integrated approach to leadership development and excellence rests on 3 pillars, namely;



Cultural Transformation

We provide powerful metrics that enable leaders to measure and manage the cultures of their organizations, and the leadership development needs of their managers and leaders. The core products of the business are the Cultural Transformation Tools (CTT) and Personal/Team Development Training Programs.

We believe that organizations work better when their leaders are focused on building values-driven culture that benefit their people, their customers and all sectors of society. We believe that what gets measured is managed, so when you measure your culture, you can manage it. People typically measure and manage goals, strategies, outputs and outcomes. We not only help organization to measure and manage goals, strategies, outputs and outcomes, we also help you measure and manage your values.

Strategy Management

We provide the full strategy management cycle services, starting with stakeholder consultations, strategic planning & implementation and strategic reviews and updates. Our premise and belief is that strategic plans are executed by people and that you cannot force people to perform. The best you can do is to create a context (a context in which they want the same things as badly as you do). We believe your job as a leader is to focus your people on the right “hill”, but it is over to them to apply their imagination and spirit to value path and down the cost path.

This is partly a matter of organizational culture (“the way we do things around here”). It is even more a matter of climate (“the way things feel around here – and the way I feel about being here”). We therefore assist organizations to balance strategy with spirit as too much or too little of one will hurt results. Strategy and spirit are two sides of the same coin – yin and yang.

Even the best strategy in the world will have a short shelf life if it's not driven by extraordinary human spirit.

Coaching and Mentorship

Executive coaching and mentoring is a strategic conversation process between a professional coach and the business executive geared towards increasing personal and organizational effectiveness, sustained high performance and motivation.

Areas of Focus

- Executive Coaching
- Leadership Coaching
- Performance Coaching
- Life Coaching

Our Vision

To serve global leaders with the relentless belief in their human potential and limitless possibility.

Our Mission

We support and empower leaders through our approach of enquiry and understanding, to start new strategic conversations that will enable them to build highly effective, values driven & strategic focussed organizations.

Our Values

Excellence Shared Vision Customer Satisfaction Employee Fulfillment

Why Values?

- Values are the principles we use for making decisions
- Values motivate our actions and behaviors
- Values helps understand what's important to us
 - Core values serve as an organization's lighthouse...providing a clear sense of direction in the absence of micromanagement
 - Core values of an organization are the foundation of the corporate culture
 - They serve as a code of conduct that promotes and guides strategically-aligned behaviors within managers & employees

Our
Vision
Mission
& Values

Our Philosophy:

We are committed to furthering and deepening the collective understanding of the evolution of human consciousness. We are actively engaged in researching new ideas and openly collaborating with other groups, agencies and consultants who share the same goals. We are committed to remaining specialized in the field of values, whole system change, cultural transformation, strategy and coaching.

We are committed to increasing value to our clients by meeting or exceeding their Requirements, by living our core values of customer satisfaction and excellence and by continually improving all aspects of our business. We are committed to the development of future generations of leaders.

We are dedicated to supporting leaders in their personal transformation, building group cohesion and effectiveness within their organizations.

Cultural Transformation:

Cultural Values Assessment (CVA)

Imagine being able to get a comprehensive diagnostic of the culture of your organization by asking just three simple questions that take around 15 minutes to complete. Furthermore, imagine getting the same detailed report for any demographic grouping you care to list. That is exactly what our flagship cultural values assessment, used by over 2,000 organizations, enables you to do.

Benefits

- The CVA provides you with detailed understanding of the personal motivations of employees, their experience within your organization, and the direction the organization should be heading.
- CVA results can generate deep, meaningful conversations about the purpose, priorities and strategy of the organization and the well-being of all stakeholders.
- The CVA provides a road map for achieving high performance, full-spectrum resilience and sustainability.

Leadership Values Assessment (LVA)

Leaders only grow and develop when they get regular feedback. Do you know what others appreciate about you? Do you know what advice your boss, peers and subordinates can offer you to improve your leadership style? Do you know how you are contributing to the cultural entropy of the organization? Do you know your level of personal entropy? The answers to all these questions are provided by our flagship coaching tool, the Leadership Values Assessment.

Lynette Deutsch on the LVA

Benefits

- The LVA deepens your understanding of what you need to do to become an authentic, 'Full Spectrum' leader.
- The LVA measures personal entropy and how you are contributing to the Cultural Entropy of the organization.

Strategy Management:

Strategy management is a comprehensive term, indicating the total management of an organization. This implies that strategic planning is treated as merely a tool or phase of strategic management process.

Benefits

- Define strategic management;
- Apply the strategic management process within the public entity context;
- Know the need to apply strategic management; • Know and apply the basic steps in the strategic management process

Coaching & Mentoring:

Managers and Leaders who embark on a Coaching journey of personal and professional-development, show high levels of Emotional intelligence and other vital development of personal skills. Due to EQ (Emotional Intelligence enhancement overall performance of Executive manager is drastically enhanced and this contributes arguably to around 96% toward success and achievement.

- Entrepreneurial aptitude, Leadership & Management profiling
- Neuro-science based thinking & Decision making in management
- 360° Leadership assessments
- Emotional intelligence for executives
- Conflict resolution & Assertiveness (guides to successful business and management)
- Implement process and measure results against agreed upon targets.
- Ongoing support.
- Monitoring and evaluation.

Change Management:



1. Request for Change

Recognize the challenge, translate into problem statement and need for an intervention.

2. Impact Analysis

Costs of not taking action vs benefits of implementing an intervention that will yield sustainable results.

3. Approve/Deny

Approval of proposed intervention, possible adjustments and agreement on engagement process

4. Implement Change

- Implement process and measure results against agreed upon targets.
- Ongoing support.
- Monitoring and evaluation.

5. Review/Report

- Review of progress, adjustments, reporting, project sign off

Our Credibility:

- Qualified & Experienced Coaches & Mentors and professional Trainers & Facilitators
- Qualified & Experienced experts in the respective vocational fields for the Mentoring component
- Certificate awarded to Executive managers in the Marketing component (The Marketing Chef © qualification)
- The Coaching-Manager certification awarded to Executive manager (skills development of the Executive manager as a Coach)
- Stringent internal processes
- We prescribe to sound and proven models
- Excellent track-record & referrals ! Membership, accreditations with local and international regulatory bodies
- Qualified & experienced Strategists
- Qualified & experienced Cultural Transformation specialists

Our Team:



Nosinda Tena
Chairperson

(She holds a Bachelor of Arts – Economics and Industrial Psychology, a Certificate in Mining Executive Programme from MQA and a Certificate in Management from Rhodes University, She's also a certified Business & Leadership Coach)

Nosinda Tena has occupied various executive leadership positions in the mining and the energy sectors. She has served on various boards including Chevron SA, Msimbithi Mining and Intervale. Her competencies are in Strategic Planning, Corporate Governance, Business Performance Analysis, as well as Change Management and Transformation.



Luthando Mateza
Chief Executive

(CTT® Certified Consultant at Barrett Values Centre LLC, Management Computing Diploma – Accord Business Academy, Executive Leadership – Institute of National Transformation, Neuro Linguistic Programming Practitioner – American Union of NLP) He is a qualified Business, Leadership and Life Coach)

Luthando Mateza is a speaker and consultant on leadership, values and culture in business and society. He has extensive experience in helping leaders build values-driven organisation that contributes to the organisation's efficiencies, effectiveness and economic value. Luthando is also a founder of iLead, the pre-eminent Leadership Development Programme, which partnered with the South African Institute of Chartered Accountants (SAICA) through their Thuthuka programme.



Kim Ikel
*Executive Director:
Coaching*

(She obtained her Bachelor of Arts through the University of Pretoria in education and training, and is a qualified Business, Leadership and Life Coach. Additional qualifications obtained are NLP Practitioner & Coach, Time Paradigm techniques practitioner as well as Coaching to Excellence NVW from UCT Graduate School of Business.)

Kim Ikel has been involved in numerous hugely successful pioneering & entrepreneurial positions and executions. Her Leadership journey started at UP as Chairman and Academic scholar, and she boasts hugely successful entrepreneurial accolades ranging from company start-up's and Coaching models for Leaders & Managers. Her core competencies are in development of Coaching and Training material and programs, professional Coaching and Facilitation. Kim has addressed various leaders and audiences across denomination and industry through her public speaking and her talks are hailed as 'Life changing' and 'The best we have hosted'. She has vast experience & qualifications as a professional trainer, facilitator & inspirational speaker.



Thandi Mbete CPA (SA)
Executive Director:
Strategist

(She is a Certified Public Accountant and upon qualifying she served the Institute of Certified Public Accountants of Southern Africa as an invited board member. She further holds a postgraduate qualification in Strategy Management and Corporate Governance. She is a CTT® Certified Consultant at Barrett Values Centre LLC and a qualified Business, Leadership and Life Coach)

Thandi Mbete has extensive practical experience and expertise in numerous competency areas in the field of Management Consulting – Strategic Management, Monitoring & Evaluation, Organization Redesign, Business Analysis and Business Process Re-engineering. Thandi is also an associate consultant for ProductivitySA, helping to turnaround South African organisations that are in distress and thus contributing to saving possible job losses. She has occupied various positions, starting in 1995 as an Accountant, Financial Manager, Senior Operations and Business Analyst, Business Strategist, Management Consultant, Director and Chief Director.



Renier Venter
Chief Financial Officer

He obtained B Compt degree through the University of Pretoria in education and training, and is a qualified Business, Leadership and Life Coach.

Renier is a financial – and management - accountant with a B Compt degree. He has a vast experience in working at complex up & challenging projects and has the ability to achieve the goals set before him, and even more. He is an extremely motivated life coach that specializes at unlocking human potential and thus maximum peak performance.



Sakhele Skenjana
Executive Director:
Marketing &
New Business Development

(He is a qualified Business, Leadership and Life Coach, He is a CTT® Certified Consultant at Barrett Values Centre LLC) NLP Practitioner, Time Paradigm Techniques Practitioner, Inductive Hypnotist, Keynote & Inspirational Speaker & Management Consultant)

Sakhele Skenjana is an entrepreneur, who has ran successful businesses in different sectors and has held high profile positions in a number of multinational companies. He is a graduate of the internationally recognized Business Executive Coaching Certificate from Wits Business School. He is also a graduate of personal transformation programs (Turning Point, Joyspring and The Mile through Insight Training Centre).

Clients:

LBM Development Consultants has participated in the following projects.

Clients	Descriptions	Year
 Province of the EASTERN CAPE Department of Safety and Liaison Cultural	Cultural Values Assessment (CVA)	2013
 Province of the EASTERN CAPE Local Government and Traditional Affairs	Small Group Assessment (SGA)	2013
 productivity sa Inspiring a Competitive South Africa	Business Turnaround Solutions	2011, 2012, 2013
 rural development & land reform Department: Rural Development and Land Reform REPUBLIC OF SOUTH AFRICA	Strategic Reviews	2011 & 2012
 THE PRESIDENCY REPUBLIC OF SOUTH AFRICA	Executive Coaching	2012 & 2013
COGTA	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 Eskom	Executive Coaching Change Management Personal Development People Management	2012 & 2013
Bearing Inspection SA	Executive Coaching Change Management Personal Development People Management	2012 & 2013
W & R SETA	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 IMPERIAL HOLDINGS, INC.	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 McCarthy	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 momentum	Executive Coaching Change Management Personal Development People Management	2012 & 2013
DWT South Africa	Executive Coaching Change Management Personal Development People Management	2012 & 2013
Brenner Mills SA	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 ABSA	Executive Coaching Change Management Personal Development People Management	2012 & 2013
CBRTA (Cross border road transport agency)	Executive Coaching Change Management Personal Development People Management	2012 & 2013
 Province of the EASTERN CAPE EDUCATION	Coaching and Mentoring	2014
Sakhiwo (Cecilia Makhi- wane Intervention)	Change Management	2014

Affiliations & Accreditations:

- American University of Neuro Linguistic Programming (AUNLP)
- Toastmasters International
- Barrett Values Centre
- Member of the Health Worker Migration global Policy Advisory Council of the Global Health Council
- Coaches and Mentors of South Africa (COMENSA)
- DENOSA Professional Institute's Advisory Committee
- BSC (Balanced Scorecard) Collaborative
- Institute for Certified Public Accountants
- Cultural Transformation Tools Practitioners (CTT)
- Neuro Linguistic Programmer Practitioner (NLPP)
- International Association of Coaching (IAC)
- Kim Coaching Academy
- Federation of Neuro Linguistic Programming Coaching Professionals (NLPC)



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