



The best for 2009 from KS South Africa

We are using this opportunity to launch our new branding, corporate logo and website:



This logo will be used in different colours interchangeably. It can mean different things to different people, while putting greater

emphasis on 'The Learning Company' – partly in response to the internationalisation of our company – we now have people working in Holland, Belgium, Germany, the US, India and South Africa.

A couple of other ideas are important to us in our new branding, the idea of beauty – and seeking to create beauty in our work and in our environment – and, of course, people, who are at the heart of everything we do, how we do it, and who we do it with.

Growing into 2009...

The South African team has expanded in the last few months and there are now 5 of us – we have been joined in Cape Town by **Amanda Barnes** and **Julian Sturgeon**. Internationally three new colleagues have joined us in Germany during 2008 – **Maren Hessler**, **Marcus Splitt** and **Carsten Weber**. All 3 of them contacted Kessels and Smit after an article on the company appeared in the German magazine *Brand Eins*.

South Africa
January 2009

Our new South African colleagues in their own words...



Julian Sturgeon

One reason organisations develop is because their members develop. Once an organisation starts to grow, learning, at the individual and the collective level, is fundamental to its growth and development. That is where I like to work, at the interfaces of people, their organisations, and their external possibilities.

Amanda Barnes

I am passionate about learning, and am motivated to create rich and powerful learning experiences for individuals and organisations. I believe in connecting with one's passion, to do work that is inspiring and that helps you connect with your higher purpose.



Some Cape Town projects...

Philippa and Julian have been working with the customer relationship managers (CRMs) in a medium sized financial and property services organization. The project is in response to the questions – 'How can you help our CRMs to give our clients the best, proactive service?' Working from a strength based approach, drawing on what each individual does best, and amplifying that using a range of processes from coaching, to practice sessions, and this year will include working with actors and observation with clients. It is an exciting project with an exciting organization.

At the end of January Philippa will be co-facilitating part of the 2nd module of a Women in Leadership programme for a large multinational pharmaceutical company, with Liz de Wet. This will take place in Ireland. Last year Philippa worked with Dorian Haarhoff, Elma Polard and Toto Gxabela – facilitating a programme, funded by Unicef, that used storytelling to help caregivers of orphans and vulnerable children provide psycho-social support to the children. They have written up a resource book, which will be out soon.

Blogging...

is an interesting way of engaging with people in your network one of the ways that you can engage with a blog is to comment on different posts

it is also possible to subscribe to different blogs or to link your blog to other blogs that are of interest

Philippa's blog captures her learnings from her work using creativity and storytelling in support of learning and development processes, and explorations on social issues. See shiftishappening.blogspot.com.

Mark's blog focuses on his personal views on learning and social capital in South Africa and can be viewed at markturpinsblog.blogspot.com



"Knowledge is not a commodity to be traded between expert and novice. Rather, it is a construction of ideas negotiated by the learner in a social setting."

-Rosamar Garcia-

"He who asks a question may be a fool for five minutes. But he who never asks a question remains a fool forever."
-Tom J. Connelly

Working with disabilities...

Amanda works with a client in the disability sector which is an umbrella organisation that supports protective workshops to become viable and sustainable businesses. The focus is on developing learning and development strategies that align with the overall mandate of the organisation. Because educational, skills and functionality levels vary greatly across the different workshops, a diversified learning approach is necessary to:

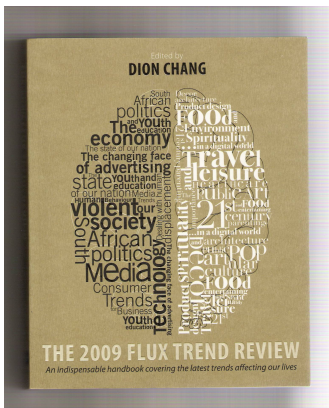
- enhance the capacity of workshop managers to be able to transform workshops into viable and sustainable business units.
- enhance the skills levels in workshops to support and facilitate the manufacturing of quality, demand driven products
- ensure adequate preparation of workers through job readiness and prevocational training that enables them to access on- site employment opportunities with business partners.

An appreciative approach works well in this context. The focus must be what the person is able to do (rather than what they cannot do), what does the individual want to learn, and how new competencies can enhance the overall goals of the particular workshop.



A challenge for the sector and this organization is to ensure that people with disabilities are mainstreamed into the economy (and other areas of life).

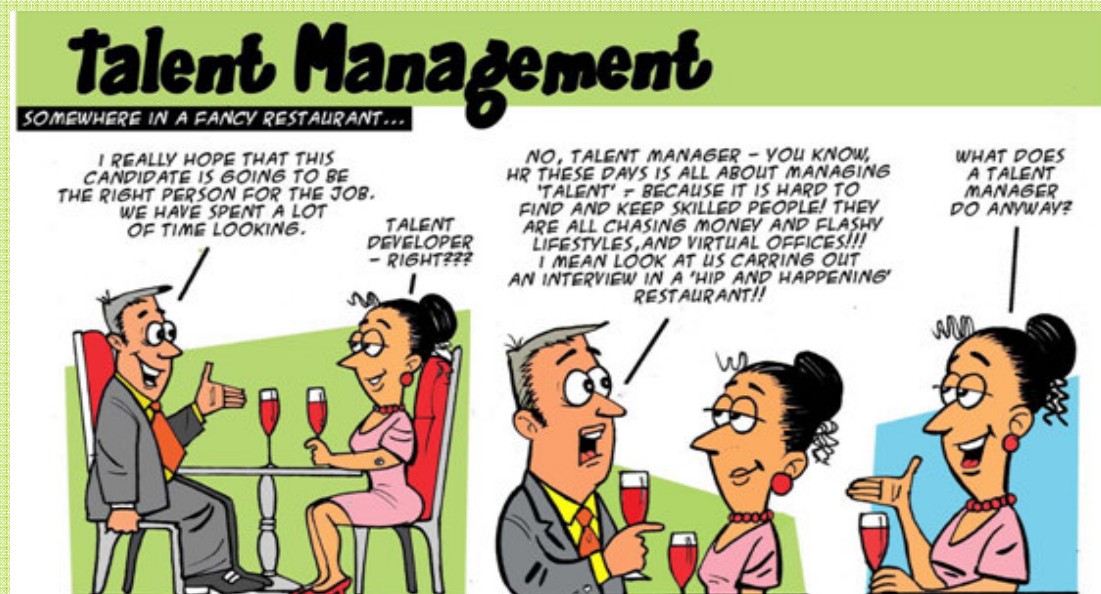
There is much uncertainty and ignorance when it comes to supporting or employing people with disabilities. As in many other spheres of South African life, there is a need to ensure that favourable legislative frameworks are translated into real opportunities, meaningful change and real benefit, especially for previously marginalized people.



Book review

Dion Chang's '2009 Flux Trend Review' is a most interesting assembly of accessible articles written by a range of different thought leaders, journalists and others on a variety of contemporary themes of interest to observers of the South African scene.

It has become a truism that we live in times of rapid change, and this is particularly true at the start of 2009. This will be a fascinating read for anyone interested in understanding how political and socio-economic changes are impacting on lifestyles, technology, religion, marketing and various other facets of life in South Africa.



In November last year, Philippa, Arne, Mandy and Julian hosted a morning workshop on talent management – “Mining Gold” – at the Gold Museum Restaurant. We wanted to create a space where we could explore what we and people in various industries understood by the term talent management – and how they went about doing it. We gathered a small group of people, with experience in the fields of consulting, hospitality industry, recruitment, the arts, marketing, Academia, NGOs and the environment and had a 3 hour learning dialogue on talent management. Some of the assumptions were:

- Every organization is full of talent – the challenge is to recognise
- Good talent management challenges the status quo
- Good talent management is as much about retention and growth as it is about attracting new talent.

We explored what we understood by talent and how to recognize talent, working with the concepts of performance and potential. One of the more interesting questions asked was, ‘Is it really possible to ‘manage’ talent?’ We will explore this in an article that we are writing as a result of this breakfast. Watch this space!!!!

Climate Change & Indigenous Peoples

Julian is working with an NGO on an interesting climate change programme that aims to reduce greenhouse gas emissions from deforestation. The programme, known as REDD, is a UN initiative sponsored by the World Bank. The NGO is preparing forest-based communities of Indigenous Peoples in Africa to participate in REDD. Julian will run the learning programmes and provide mentorship for delegates from East, Central and southern Africa.

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