



kinetic
leadership

OUR EXPERTISE. YOUR SUCCESS.

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ABOUT US

01



ORGANISATIONAL ENVIRONMENTALISTS

The Kinetic Leadership Institute is the collaboration of leading experts in the fields of leadership, organisational dynamics, psychology and neuroscience, and safety.

We see ourselves as organisational environmentalists.

The difference between a defeated lion in a zoo and the commanding presence of one roaming in the Serengeti is its environment. Seeing a lion in the zoo is often a disappointing experience. Yet coming across one in the wild is usually a thrilling encounter. They both have the same raw power and potential, but only one can express it.

“A PERSON'S ATTITUDE AND PERFORMANCE IS A REFLECTION OF THEIR WORKING ENVIRONMENT.”

BRETT SOLOMON

Likewise, we love partnering with our clients in cultivating [to cultivate] high performing cultures; these empowering environments where employees can run with their innate talents and abilities to the benefit and success of the company.

We do this by using the latest research in neuroscience and proven organisational change processes.

WE SPECIALISE IN:

- ▶ Strategic thinking, strategic foresight, environmental scanning, scenario planning and implementation.
- ▶ Designing organisational structures for sustainable long-term success and effectiveness.
- ▶ Organisational cultural transformation and change processes.
- ▶ Creating resilient safety cultures.
- ▶ Neuroleadership.
- ▶ Global entrepreneurship.
- ▶ Developing empowered and high performance teams.
- ▶ Stimulating innovative working environments.

A close-up portrait of a man with a serious expression, wearing a dark suit jacket and a white shirt. An orange rectangular overlay is positioned over the right side of his face, containing the text 'BUSINESS CONSULTING'. The background is a plain, light color.

BUSINESS
CONSULTING

02



the COMPETITIVE ADVANTAGE

With the intense pressure leaders face today, it can be hard to stay on top of everything and be sure that every part of the business is being run the best way possible. As an external resource, we can add immense value in these three crucial areas:

1

DESIGN & REALIGNMENT OF STRATEGIC PROCESSES

In the past organisations could succeed by simply having an action plan and sticking to it. In today's incredibly volatile and competitive global market, having a strategic plan is insufficient.

Strategic foresight is now required to navigate through an ever-changing economic landscape. We can assist you to redefine your game plan so that you rise to meet these unpredictable times.

“

THE GLOBAL ENVIRONMENT HAS NOT ONLY CHANGED THE WAY BUSINESS IS PERFORMED, IT HAS ALSO CHANGED THE CRITERIA FOR SUCCESSFUL LEADERSHIP.”

Gary Hamel

2

LEADERSHIP DEVELOPMENT

We are passionate about developing exceptional leaders. Leaders set the tone for what is important. How they behave, what they say and what they value drives culture. Leaders determine the vision. This provides direction and purpose. Which, in turn, orientates the kinds of decisions people make. When it comes to having a high-performance culture, competent inspiring leadership is non-negotiable.

3

CULTURE TRANSFORMATION

We define culture as the “invisible forces that drive the way things are done around here.” By recognising these forces, you can intentionally fashion the culture you want. We love working with leaders to shape dynamic environments where team members feel empowered and respected. Where they are enthusiastic about their work and the bi-product of such infectious energy is improved bottom line results.



SAFETY

03



creating **A RESILIENT SAFETY CULTURE**

Improving one's safety performance has become a burning issue for many organisations. In spite of the significant investment of time and money, many leaders admit that they have reached a plateau. The current strategies simply haven't delivered the results they were hoping for. There is a definite call for a new approach to safety.



STRATEGY

Every company is at a different phase in their safety journey. The spectrum ranges from total resistance to unanimous buy-in reflected in a resilient safety culture. Based on proven diagnostic tools, we clarify where your organisation is on the continuum, and formulate a specific strategic roadmap to transition to the next stage of maturity.

SAFETY CULTURE MATURITY LEVEL



RESISTANT

No vision or commitment to developing a safety culture. People see safety as a nuisance and gets in the way of meeting production targets. Leadership is reactive to incidents, and little changes are made from the findings.



REGULATED

They only take precautionary steps when supervised or forced to. There is no internal motivation for safety. Most safety practices are done to meet the legal requirements and to avoid punitive consequences if something were to go wrong.



INTERNALISATION

A shift has taken place where people see the personal value of safety. While safety is monitored, it isn't coming from a compliance mindset. Precautionary steps are put in place to avoid incidents.



ENGAGEMENT

Employees are not only concerned about their own safety but for those around them. Safety is managed within a team context. When someone doesn't comply, the rest of the team are willing to insist that all activities are done safely.



RESILIENCE

The safety culture isn't limited to pockets of excellence. It is immersed into everything you do. Safety is embraced at all levels and is talked about in a positive manner. Safety is not seen to be in competition with production but working safely is the norm. Safety is the culture and not a drive from the Safety Department. Anyone entering the premises will be immediately aware of the value of safety.

“ Behaviour based strategies to safety will only take you so far because they don't answer the fundamental question:

What drives human behaviour?”

DR BRETT SOLOMON

STRATEGY

When it comes to creating a resilient safety culture, there are four critical components that are in constant interplay with each other.

As part of your strategy to move towards Resilience, we take a holistic approach by analysing the four primary components of your safety culture. This is where a “one size fits all” approach doesn't work. To see real long lasting results, it is paramount to know exactly what your unique dynamics are. Only then can we design a strategic plan that is tailor made for your particular situation and working conditions.

1 > ENGINEERING

The reality is we work in risky conditions. Engineering considers everything that can be done to make the working environment as safe as possible. This would typically be the engineering designs, critical hazard controls, availability of safety equipment, maintenance and housekeeping

2 > SYSTEMS AND PROCEDURES

This factor refers to all preventative safety measures. These would include regular tool box talks, the quality of work planning, proper risk assessments and hazard identification, communication and reporting systems, safety training and emergency readiness.

3 > PEOPLE

Studies have shown that 90%-95% of all accidents can be attributed to human error.

The reason so many safety initiatives have been ineffective is because they haven't answered the fundamental question – **what drives human behaviour?**

That is why we focus primarily on the neuroscience of safety. Knowing how and why people make decisions and having techniques to influence them places you in the driver's seat. We provide practical solutions on how to get your workers “switched on” and take responsibility for safety.

4 > LEADERSHIP

Leaders play the biggest role in establishing your safety culture. We teach them the necessary skills to proactively and intentionally nurture the culture you desire.

In addition, we provide imperative neuroleadership skills, to help leaders become far more potent in influencing their teams in terms of cohesion, productivity and safety.



A diverse group of people, including men and women of various ethnicities, are shown in a seminar or training session. They are all smiling and clapping, indicating a positive and engaged atmosphere. The background is bright and modern, with large windows. An orange banner is overlaid on the right side of the image, containing the text 'TRAINING & SEMINARS'. A large, light gray number '04' is positioned on the right side of the page, partially overlapping the orange banner and the white background.

TRAINING &
SEMINARS

04



investing in your personal & PROFESSIONAL SUCCESS

Having highly competent people is vital to the competitive edge of any organisation. It is important to continuously enhance their capacity through training. Training improves quality and productivity, reduces turnover, increases job satisfaction and minimises the need for employee supervision.

SOME OF OUR WORKSHOPS ARE:



CREATING A HIGH PERFORMANCE CULTURE THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ The positive effect of good leadership on people's motivation and performance levels.
- ▶ How to foster pride and generate enthusiasm that will transform your organisation into a fun, creative and energetic environment.
- ▶ How to build an atmosphere of trust and empowerment.
- ▶ How to boost self-directed action.
- ▶ How to consistently keep the morale high.
- ▶ How to address substandard work and implement incentives that actually motivate staff.



NEUROLEADERSHIP

THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ What really drives human behaviour and how to influence it.
- ▶ The limitations of the brain and its impact on performance.
- ▶ The three main functions of the brain and how to use them to your benefit.
- ▶ The role of the reticular activating system in assisting you on your road to success.
- ▶ How to focus your conscious mind on the outcomes you want.
- ▶ The dynamics of the subconscious and how to develop powerful habits.
- ▶ How to reframe negative beliefs and events to achieve your goals.
- ▶ The basics of neuroplasticity and how to take control of your life.



BECOMING AN EXTRAORDINARY LEADER

THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ How to develop exemplary leadership skills.
- ▶ The 16 competencies of extraordinary leaders.
- ▶ Your personal leadership strengths and weaknesses.
- ▶ How your leadership styles affect productivity and the necessity of adapting your style to different situational requirements.
- ▶ The vital interpersonal skills needed to be a more valuable leader.



DEVELOPING GLOBAL EXECUTIVES

THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ The factors driving globalisation.
- ▶ Preparing to function on a global scale.
- ▶ How to find your strategic advantage in the global marketplace.
- ▶ The required competencies for global leaders.
- ▶ How culture impacts the dynamics of an organisation.
- ▶ How to lead the emerging 'Gen Y' knowledge worker.
- ▶ How to develop multi-cultural intelligence.



MAXIMISING YOUR LEADERSHIP & MANAGEMENT POTENTIAL

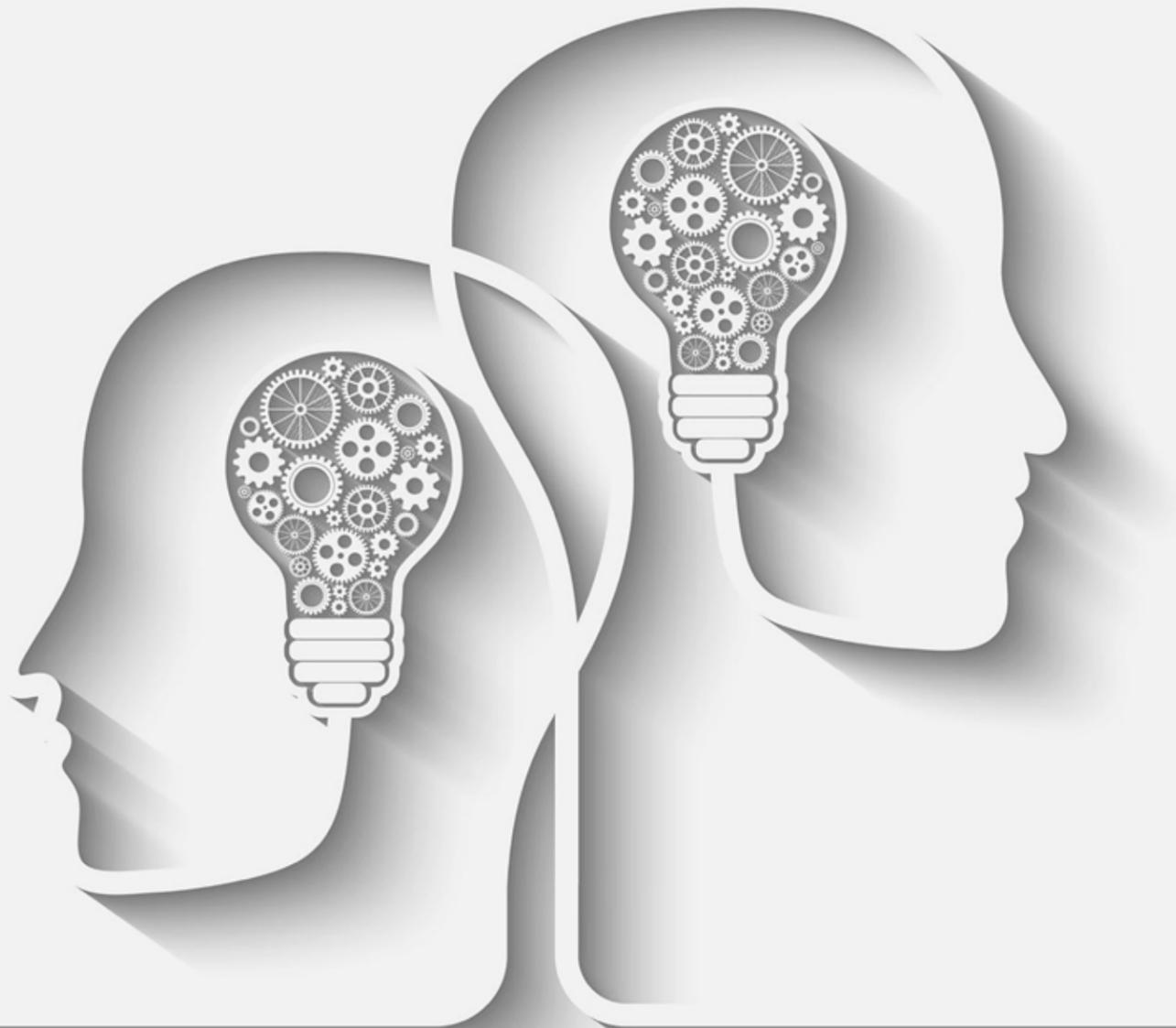
THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ How to initiate creative new ways to approach work and successfully solve problems.
- ▶ How to develop effective strategic planning initiatives.
- ▶ How to confidently implement and lead people through a change process.

“

ENGAGING THE HEARTS, MINDS
AND HANDS OF TALENT IS THE
MOST SUSTAINABLE SOURCE OF
COMPETITIVE ADVANTAGE.”

GREG HARRIS



- ▶ The indispensable qualities and behaviours of exemplary leaders.
- ▶ How to establish and mobilise high performing teams.
- ▶ How to keep your team motivated.
- ▶ How to coach personal competence.



BUILDING A WINNING TEAM

THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ The necessary interpersonal skills for bringing the best out of your people.
- ▶ How to promote a genuine care and support system for other team members.
- ▶ How to create a sense of team spirit.
- ▶ How to strengthen cohesion and stimulate the building of a strong synergistic team.
- ▶ How to inspire your staff to become more galvanised as a team.



LEGENDARY SERVICE

THROUGH THIS SEMINAR YOU WILL LEARN:

- ▶ The important role of service in a company's profitability.
- ▶ How to create positive first impressions.
- ▶ How to use 'moments of truth' to your benefit.
- ▶ How to become a customer service star.
- ▶ How to build rapport and develop long-term business relationships.
- ▶ The secret of the five 'Fs' in service.
- ▶ How to identify and exceed customer expectations.
- ▶ How to effectively handle and respond to customer problems and complaints.
- ▶ How to develop a passionate service-orientated workplace.

**PERSONAL
TRAINER**

**BUSINESS
COACHING**

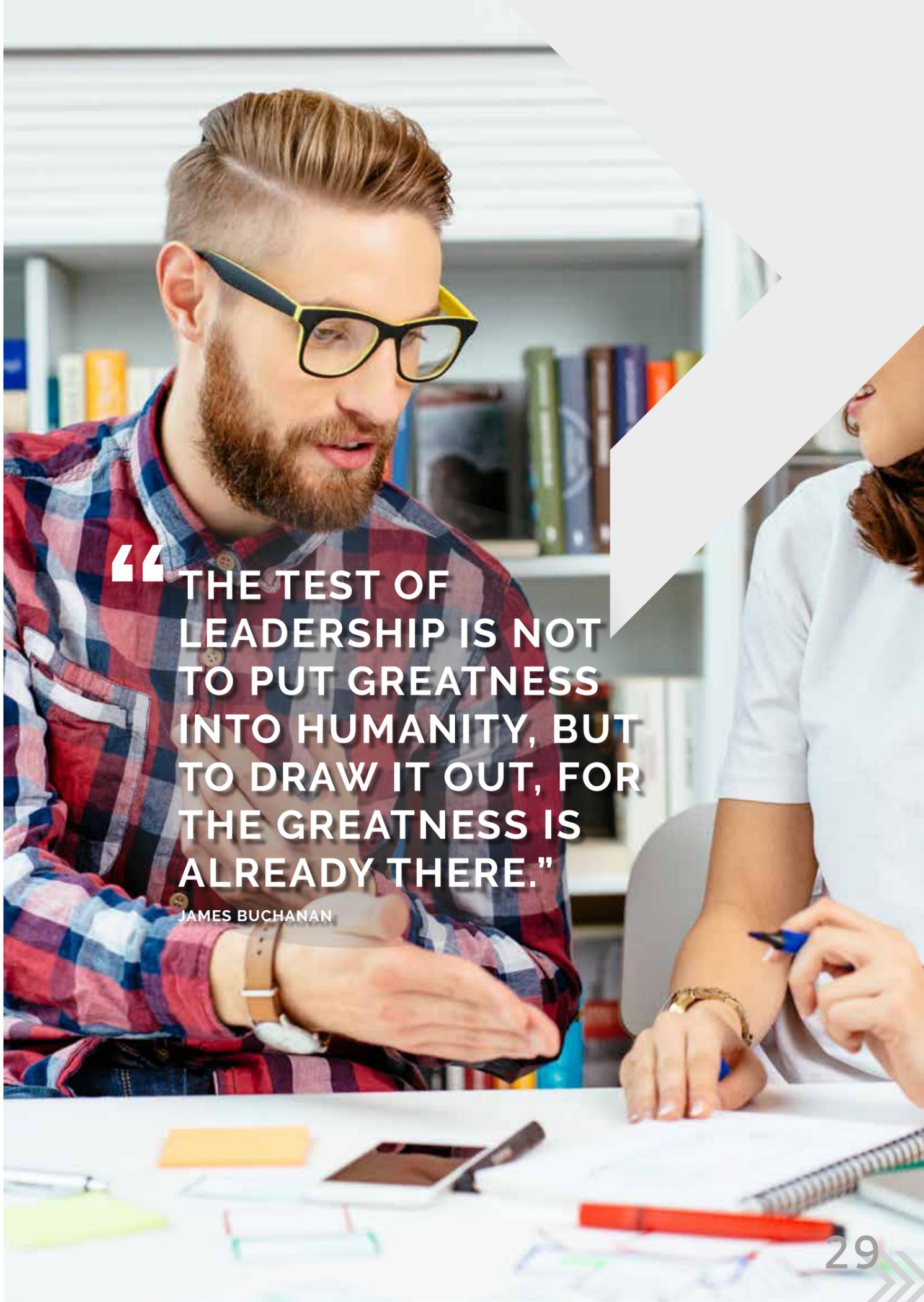
05

unleashing your PROFESSIONAL EFFICACY

No world-class athlete or team competes at that level without a coach. A business coach facilitates leaders to capitalise on their strengths, assess improvement areas and develop action plans to boost their individual and team's effectiveness.

WE OFFER COACHING SERVICES TO EXECUTIVES,
MANAGERS AND EMPLOYEE TEAMS IN THE FIELDS OF:

- ▶ Leadership.
- ▶ Behaviours and attitudes of successful people.
- ▶ Personal efficacy.
- ▶ Strategic decision-making.
- ▶ Customer service.



“THE TEST OF
LEADERSHIP IS NOT
TO PUT GREATNESS
INTO HUMANITY, BUT
TO DRAW IT OUT, FOR
THE GREATNESS IS
ALREADY THERE.”

JAMES BUCHANAN



TEAM
BUILDING

06



strong teams don't
JUST HAPPEN,
THEY ARE FORGED

People are your priority. Your success depends on their performance. Discover the power of experiential learning to galvanise vision and unlock hidden potential. Our processes fuel trust building, foster stronger working relationships and improve communication within your team.



**ACTIVITIES
INCLUDE**

- ▶ Low and high ropes.
- ▶ Raft building.
- ▶ Mental and physical challenges.
- ▶ 'Litteria' and obstacle course.
- ▶ Scenario team building exercises.
- ▶ Scenario problem-solving exercises.





MEET OUR TEAM

07



the KINETIC LEADERS

DR BRETT SOLOMON

Brett is the CEO of The Kinetic Leadership Institute and for two decades he has been equipping leaders to advance their personal and organisational performance. With a Doctorate degree in Strategic Leadership, he is a leadership expert, organisational development consultant and a specialist when it comes to assisting organisations to achieve significant improvements in safety, employee engagement and leadership effectiveness.

Brett is a recognised leader in combining neuroscience, change management and leadership theory to drive cultural transformation processes. He has enjoyed working with companies like ABSA, Momentum Wealth, PPC Cement, The JD Group, Telkom, Ashburton Wealth as well as the cities of Johannesburg and Tshwane.

SAFETY EXPERIENCE

Brett has done extensive work within the safety industry. He has been an advocate for companies to abandon outdated strategies and embrace a new philosophy when it comes to creating a resilient safety culture. This fresh approach enables leaders to influence people's attitudes and sense of personal responsibility in collectively building safe working environments.

He has also played a pivotal role in numerous safety culture change initiatives with prestigious mining companies Anglo American, Glencore Alloys, Aveng Moolmans and Assmang.

Brett specialises in neuroleadership, particular understanding what drives human behaviour when it comes to making safety decisions. Using this knowledge, he has been involved in projects throughout Australia, locally with BHP Billiton and Impala Platinum, the petrochemical and power industry in Saudi Arabia, as well as Dominion Diamond in Canada.

He is a regular speaker at NOSHCON as well as the African OHS Conference. He is an avid writer and has several articles published in SHEQ Management and ASSE's Safety Professional magazine.



GREG HEGER

Greg has been a professional consultant for the last twenty years in the field of safety culture. He has an innate ability to understand an organisation's needs and translate theory into practical solutions. Using these skills, Greg is a specialist in designing and implementing safety leadership and culture change programmes. He has worked with numerous multinationals within the mining, cementitious and heavy industry on four continents. Some of the companies include Anglo American, Glencore, Samancor, Assmang, Aveng Moolmans, Murray & Roberts, Afrisam and PPC Cement, Mondi, Goldfields, AngloGold Ashanti and Tongaat Hulett Sugar.



SATCHMORE MUCHIRIRI

Satchmore is a seasoned HSEC practitioner in both mining and manufacturing. He has worked as a SHE manager for BHP Billiton, Anglo American and Universal Leaf Africa throughout Southern Africa. With this as a background, Satchmore is a proven leader with a long track record of successfully facilitating culture transformation strategies at an executive level. As such, he has highly developed skills in influencing and collaborating with people with diverse backgrounds at all levels of an organisation. Satchmore has impressive qualifications including a MBA, Master's degree in Project Management and a specialised HSE Master's degree. He is a seasoned communicator and regular speaks at safety conferences on the subjects of health and safety, leadership, culture and the neuroscience behind human error.



GERALD LANGEVELD

Gerald is a highly competent facilitator and coach partnering with organisations to develop authentic leaders. As a qualified Insights practitioner, he specialises in personal development, team dynamics and transformational leadership. Gerald is and has had the privilege of working with many multinational organisations, such as Anglo American and De Beers Consolidated Mines. He is an accredited facilitator for their in-house leadership training programmes.



MARCEL HATTINGH

Marcel was co-founder and director of the City Changers Institute – a multidisciplinary higher educational platform. He holds a structured and research-based PhD ABD in Organisational Leadership. Marcel is a certified xpend International facilitator and a qualified Shadowmatch and DISC behavioural profiling consultant with Persolog (Germany). Marcel's expertise ranges from developing and implementing of executive leadership and coaching programmes with companies such as Bigen Africa, to human capital Africa, to growing human capital with with listed corporations such as the ADvTECH and Curro groups. Having served on the boards of a number of NPOs, Marcel has significant experience pertaining to organisational strategy development and the implementation thereof.



RAMONA ENGELBRECHT

Ramona is well respected in the field of neuroscience and employee wellness. She is a captivating communicator and has facilitated numerous neuroleadership training programmes in the health and safety community. Ramona has a Master's degree in Psychology. Using cognitive psychology, she specialises in building healthy and resilient safety cultures in high risk organisations. She has worked with several prestigious companies in designing and implementing their wellness, induction and training programmes. Ramona also does one-on-one coaching with senior managers and executives in order to enhance their personal and organisational performance.



MANIE BOSMAN

Manie draws on more than 20 years of international work in executive leadership, organisational development, strategic planning and cross-cultural communication. He holds a Master's degree in Organisational Leadership and his core focuses include the neuroscience of leadership, strengths-based development, diversity management and organisational communication.



JACO GEYSER

With more than 15 years' experience in the mining and construction industries. Jaco is one of the most well-known and influential safety practitioners in the Northern Cape. He has worked as a senior SHERQ manager all over South Africa and parts of West Africa in a range of commodities including, gold, coal, diamonds, iron ore, manganese and lime. Under his leadership, he has developed numerous safety officers into highly capable safety managers. He is a registered practitioner at SAIOSH, is certified in legal liability and has his blasting ticket. He is a champion in helping companies move beyond compliance to having a resilient safety culture.



DR LOURENS TOERIEN

For more than 25 years Lourens has been a strategic leader consultant. With an Advanced Arts of Professional Business Coaching, he is a world-class executive coach. Lourens has worked with numerous business leaders to reach new heights of success. Most people are either resistant to change or have such deep-seated habits that they struggle to change. Combined with his knowledge of business success and understanding of human behaviour models, Lourens uses an organic internalised approach that has proven results.



Over the years he has published numerous articles on these and other topics. Manie is also a certified StrengthsFinder and DISC360 coach and a member of the Global Speakers Federation and Professional Speakers Association. Manie has presented workshops in several African countries as well as in Madagascar and the Ukraine.



MARINUS BELL

Marinus has more than 20 years experience in developing people's potential. Using brain-based technologies, he is passionate about investing in people and organisations to help them out-think, out-learn and out-perform their competition. As an independent consultant for Neuro-link, Marinus is an expert in the field of neuroscience and workplace learning. He specialises in optimising people's performance by focusing on mental health, leadership development, emotional intelligence and minimising the possibility of human error. As a seasoned motivational speaker he is a regular host on radio and television talk shows with regards to people development.



CAROL-ANNE VAN LOGGERENBERG

Carol-Anne is truly a public figure as a regular conference speaker and has a wealth of experience in personal development. She gets excited about seeing individuals and their teams rise to their full potential. She is a certified Persolog DISC trainer and a licensed Shadowmatch consultant. Her expertise is in personal resilience, team mastery and conflict management. Carol-Anne is also a certified xpanse International coach advising executives on personal and strategic leadership.



ANTON SWANEPOEL

Anton is a certified financial planner professional and a former Financial Planner of the Year finalist. Anton holds a Master's Degree in Mercantile Law and is the author of eighteen books and financial services industry manuals on leadership, ethics, trust, compliance, business management and investment planning. He was the co-founder and executive director of Cutting Edge Training and Consulting. Since 2002 he is a sought after speaker in all of these fields.



Brett has an abounding knowledge in the field of leadership and strategy and an ability to facilitate growth and development in these areas with natural flair. His contribution enhanced our strategic advantage."

▶ HANNALIE BARAO
(DIRECTOR, EXPERTENTIAL TECHNOLOGIES)

"We have used the Kinetic Leadership Institute on several occasions for various management development programmes. The results and feedback were outstanding. Their ability in dealing with complex matters make them an invaluable resource. They are very professional, energetic and operate at an ease at any level of the organisation."

▶ JOSEPH PIETERSE
(HEAD OF INVESTMENT PLATFORM, MOMENTUM WEALTH)

"Dr Solomon played a key role during our culture change process. As a result of his facilitating skills and expertise we received maximum buy-in from both our management and operational staff."

▶ JACO GEYSER
(REGIONAL SHERQ MANAGER, AVENG MOOLMANS)

"The Kinetic Leadership Institute designed and delivered our top management leadership development programmes. They also helped mold our diverse management group into a unified team. They tend to think out of the box and seek solutions to challenges where the answers are not always that obvious."

▶ REINHARD JAHN
(MANAGING DIRECTOR, EICKHOFF)

"I am of the opinion that without Dr Solomon's detailed, knowledgeable and strategic approach to our processes, we would not have achieved what we are aiming for. Dr Solomon is highly capable and an expert in his field. His passion for his work and ability to communicate clearly on all levels is evident and he produces the desired results."

▶ JEREMY NICHOLS
(RISK MANAGER, PPC CEMENT JUPITER)

"Brett's strength is centred on business improvement through organisational strategy renewal, business process development, optimising employee performance, implementation of major change to growth and alignment of a company."

▶ MAYHEW OLIVIER
(AGILE PROGRAMME MANAGER, OLD MUTUAL)

"Brett is a powerful communicator and has a high level of energy which makes the seminar very enjoyable and motivating. His charisma and attitude elevates his presentation into another league."

▶ AMEEN CERES
(BP)

DE BEERS





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