



GHM

GET HIGHLY MOTIVATED



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EMPOWERING THE PEOPLE WHO EMPOWER BUSINESS



Who is GHM Group?

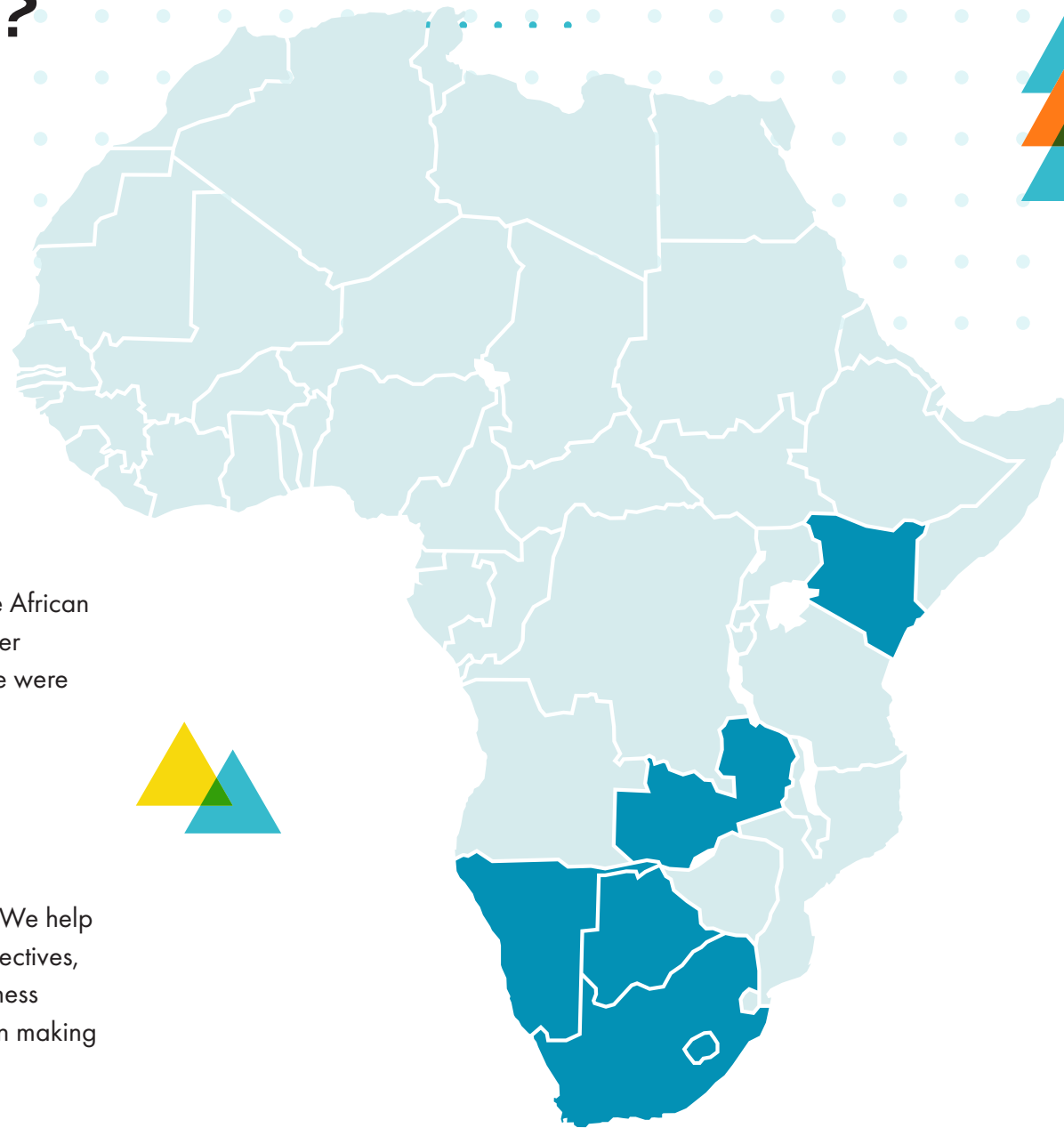
The GHM Group is a South African based consultancy business, focussing on, Organisational Development, Talent Management and Skills Enhancement. At GHM our core focus is to enable implementation of a High-Performance Organisational platform for the advancement & improvement of its workforce. Our development structures and bespoke interventions range from Organisational development, executive leadership coaching, management & leadership development, sales driven leadership, driving sales through customer centric consulting, customer service excellence and team dynamics.

Helping Businesses Across Africa

We're focused on expanding our reach and helping business grow across the African landscape. To date, we've helped businesses in five African countries empower over 4000 employees and improve business interactions across all sectors we were contracted to develop.

A Focus on Diversity & Inclusion

At GHM, we put the spotlight on diversity and inclusion at all business levels. We help organisations move the needle forward by leveraging the diverse skills, perspectives, ethnicity, lifestyles, and cultural backgrounds of their employees to drive business success and sustainability. We guide them through a journey which focuses on making diversity and inclusion an integral part of business strategy.



Our Team

We're a team dedicated to helping people, and businesses, advance, grow and succeed.



Hennie Mathee
MANAGING DIRECTOR



Gary Hardenberg
EXECUTIVE DIRECTOR



Edwin Louw
GROUP MANAGER



Zaar Mabuto
FACILITATOR



Michelle Vercueil
FACILITATOR



Stephan Ferris
FACILITATOR



James Lewis
FACILITATOR



Vanessa Addison
FACILITATOR

Some Of Our Key Clients

We've worked with top organisations around Africa to empower their workforce and drive results and growth within their business divisions.

Big or small, GHM is equipped to help your organisation adapt, grow and thrive.



"Since the implementation of the GHM sales training, we have seen an improvement in sales, morale and results."

TSEBO



pharma *dynamics*
EFFECTIVE AFFORDABLE HEALTHCARE

PEPKOR

Hollard.




"...Incredibly knowledgeable and passionate, and have assisted us in moving the business forward in a way that would not have been possible without their help."

Johnson & Johnson

"The response directly from the team and via their evaluations has been overwhelmingly positive! This is just what we needed..."



 Stanbic Bank

Our Methodology

At GHM, we pride ourselves in being wholeheartedly focused on the achievement of our clients' business objectives through deep and meaningful attention given to the advancement of their workforce. People make organisations and our interventions are geared towards strong pursuance of company goals driven by the development of the individuals that make the team.

We deliberately choose to approach our customers' needs with a focused, client-specific view which enables us to design solutions and interventions that are bespoke and deal with the specific challenges that our clients have, often combining proven principles with specific requirements to deliver ideal results.

Custom Structured Learning

GHM offers a structured learning experience tailored to your team's needs, from Junior to Executive Leadership levels. We create and cultivate environments in which **human beings** can rapidly learn and apply new ideas, competencies, skills, behaviors and attitudes.

Personal Mastery

Before mastering professional skills efficiently, we believe one needs to master themselves first. Our Personal Mastery learning path ensures a solid foundation to tackle any challenge, and to move through academies with a willingness to learn and a much needed "Growth Mindset".



Three Powerful Learning Paths

We have developed three distinct, but intertwined learning paths that make it easy for businesses to structure their academies according to their desired results, and easy for delegates to understand their focus areas and key improvement areas.

Business Development

Our Business Development learning path assists in developing core business skills enabling the workforce to provide exceptional service and reach targets and goals with ease.

This learning path gives people the confidence to move through the professional landscape.



Team Dynamics

Effective collaboration is key to success in any business. Whether collaborating at work with internal teams or clients, or at home with family and friends, this learning path will equip teams with the tools to understand team structures, personality types and more, and how to leverage their teams potential.





Personal Mastery

Our Personal Mastery programmes, we will assist in empowering your workforce to self-regulate, self-manage and succeed in all areas of their lives.

The Personal Mastery path focuses on two improvement areas: Self Improvement - sets the foundations for growth; Self Management - helps delegates maintain order and creates habits for success.

PROGRAMMES INCLUDE:

Growth vs Fixed Mindset
Emotional Intelligence
Personal Branding
X-Factor
Time Management
Stress Management
Self-Discipline, Habits & Goals
Mindfulness & meditation



Business Development

Our Business Development programmes focus on getting the most out of your workforce, regardless of the department they work in. These programs will assist in gearing your employees to provide excellent customer service and a great ROI.

Our "Business Interaction" matrix assists delegates in creating and seizing meaningful opportunities in their business relationships.

PROGRAMMES INCLUDE:

Telephone & VC Etiquette
Presentation Skills
Conflict Management
Sales & Service Excellence
Relationship Sales & Networking
Diversity & Inclusion
Improved Business Interactions
and more...



Team Dynamics

Our Team Building programmes are designed to test your workforce in all relevant areas while building strong collaboration skills, team work ethics and effectiveness.

Our "Team Dynamics" events will have your workforce working together like a well oiled machine towards a common goal.

PROGRAMMES INCLUDE:

Collaboration
Team Dynamics
Team Development

TEAM BUILDING EVENTS:

Fitness
Mental
Adventure
Competitive

Diversity & Inclusion at the Forefront

At GHM we help organisations move the needle forward on diversity and inclusion by leveraging the diverse skills, perspectives, ethnicity, lifestyles and cultural backgrounds of their employees to drive business success and sustainability. We guide them through a journey which focuses on making diversity and inclusion an integral part of their business strategy.

We do this by:

- Collecting raw data about the business to identify gaps
- Aligning the diversity and inclusion strategy with policies and processes
- Designing and deploying tailored training modules aimed at unearthing biases that block inclusivity and by extension, business performance
- Evaluating and monitoring to track impact
- Embedding diversity and inclusion through coaching and mentoring

In addition to establishing baseline information, GHM challenges organisations to have courageous conversations on diversity and inclusion. Through a series of carefully crafted questions, we help the CEO and the executive team lead and participate in organisation-wide diversity and inclusion conversations which are clear and coherent.

IN ITS SIMPLEST FORM, **DIVERSITY** REFERS TO THE **CONDITION OF HAVING OR BEING COMPOSED OF DIFFERENT ELEMENTS.**

IN ORGANISATIONS, DIVERSITY ENCOMPASSES THE FOLLOWING ELEMENTS:

- Race
- Ethnicity
- Age
- Gender
- Religion
- Sexual Orientation
- Culture
- Skills
- Thinking Styles
- Educational Background

INCLUSION CAN BE DEFINED AS THE **INTENTIONAL CREATION OF A PROFESSIONAL WORKING ENVIRONMENT THAT PROMOTES OPPORTUNITIES FOR ALL TO COME TO WORK AS THEIR AUTHENTIC SELVES TO**

Our Interventions

Our interventions involve a pre-assessment of the organisation by deploying a High Performance Organisation (HPO) Survey. The survey provides a conceptual and scientifically validated structure that managers can use for deciding what to focus on in order to improve Organisational performance and make it sustainable. That data collected from the survey informs the types of bespoke interventions GHM can offer to the organisation and the level at which such interventions can be pitched to ensure optimal impact on behaviour, values and culture.

In addition to the HPO survey, GHM will conduct 1-Day workshops at different levels of the organisation where we launch the diversity and inclusion strategy, share the diversity and inclusion roadmap, invite comments, ideas and suggestions from a diverse pool of employees. Based on key themes coming out of both the HPO survey and the workshops, we facilitate organisation-wide guided conversations on focusing on how diversity and inclusion supports or blocks business performance and how the organisation can leverage diversity to drive business growth and success.

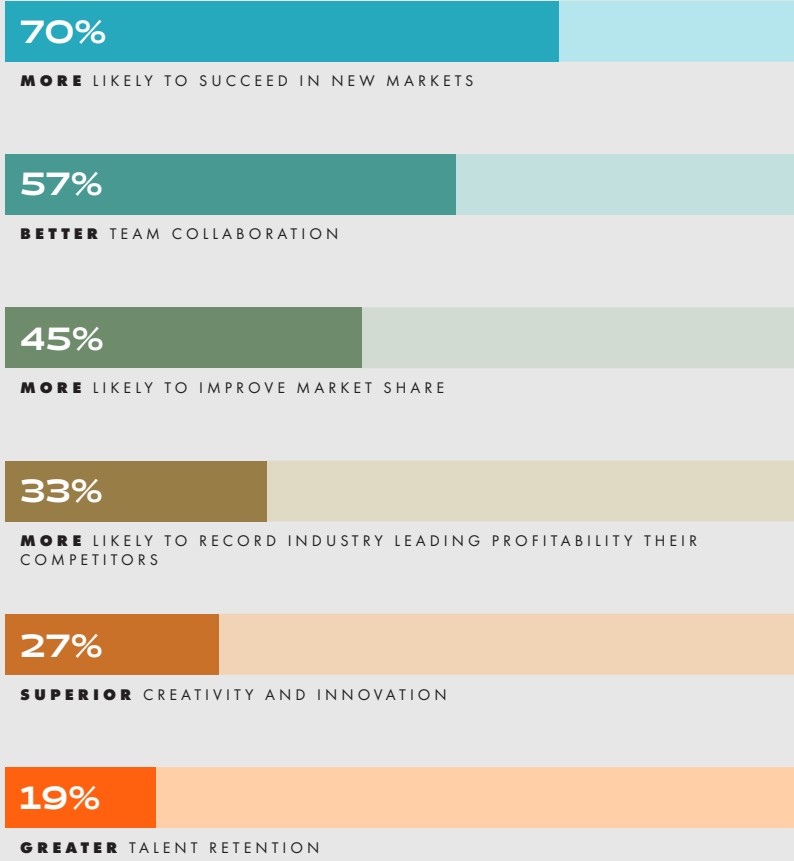
Monitor & Evaluate

We integrate relevant parts of the diversity and inclusion journey into the organisation's performance management process. We set clear guidelines and indicators for success and measure both the organisation and team performance. Where gaps are found, we offer assistance to move the needle forward and hold individuals and teams accountable.

Embed & Solidify

We embed the learning that takes place during the workshops by conducting group, and individual, nesting sessions, which can be done live or on a digital platform.

The GHM approach delivers positive and measurable results as well as a satisfactory return on investment for our clients. Companies who follow our recommended approach to diversity and inclusion will gain positive changes in the following areas:



A group of five business professionals (three men and two women) are gathered around a table in a meeting room, looking at documents and a laptop. The image is overlaid with a semi-transparent blue filter. In the top left corner, there is a white outline of a triangle with a yellow triangle inside it. In the top right corner, there is a white triangle with an orange triangle inside it. In the bottom right corner, there are two dark blue triangles. The background features a grid of small white dots on a blue background.

UNLEASHING THE TRUE POTENTIAL OF YOUR WORKFORCE



mtvtd

LEARNING PLATFORM

Assisted Digital Learning

GHM has developed an online learning system to facilitate delegate growth and understanding, this platform is called the **mtvtd Learning Platform (Motivated)**. Our training academies can be coupled with **mtvtd** for deeper learning and a gamified experience that assists in driving engagement and accountability throughout the academy.

One Place For Everything

We have designed the **mtvtd** Learning Platform to be exceptionally easy to use for learners. Everything they need is a mere click away.

Over and above holding the Academy and all its programmes, **mtvtd** will also be the central platform for Nesting sessions and advanced learning tools to help delegates accelerate their learning.

Delegates can discuss their findings and experiences in a one-on-one discussion forum with digital coaches to further their understanding of each of the programmes.

Gamified Learning

When you choose to incorporate the mtvtd Learning experience into your tailored academy, you can also choose to include gamified learning.

With gamified learning, we put together an academy-specific points and achievement systems aimed at: creating more engagement during live sessions; creating a deeper sense of accountability; encouraging delegates to complete PreWork and Next Actions; encouraging frequent visits to the Learning Hub for additional learning.

To further encourage participation and solidification of skills, prizes can be awarded at the end of each academy based on the highest scoring delegates.

Gamified learning is a growing learning-tool that helps encourage delegates to participate more and take action. It's just one of the ways GHM will help your business achieve it's desired results.



The **mtvtd Learning Platform** is a powerful tool to advance your workforce. Get in touch with us to book a Demo Meeting and see how the Learning Hub can help facilitate your workforce's advancement and growth.



Some Stats on How Gamification changes the game...

90%

MORE PRODUCTIVE AT WORK

72%

MORE MOTIVATED TO DO TASKS AND WORK HARDER ON THE JOB

67%

STUDENTS AGREE THAT GAMIFIED LEARNING IS BOTH **MORE ENGAGING AND MOTIVATING** THAN TRADITIONAL CLASSES

60%

ENGAGEMENT **INCREASE** WITH A GAMIFIED EXPERIENCE

COMPANIES THAT USE GAMIFICATION ARE **SEVEN TIMES MORE PROFITABLE** THAN THOSE THAT DO NOT USE GAMIFIED ELEMENTS AT WORK—WHETHER WITH EMPLOYEES OR CONSUMERS.

7X





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