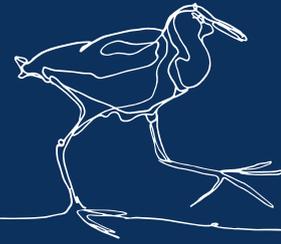




Jaco Boëttger



INDEPENDENT OD & CHANGE MANAGEMENT CONSULTANT

BACKGROUND

Change Management, Leadership and Organisational Development consultant, with 3 decades of experience. My main focus is on helping organizations manage change, optimize the opportunities it presents, and make it work for them. Author of "Breakfast with Leonard", a book on making Africa a winning continent, and also co-authored "Visual Knowledge Management", a book on change and inspirational leadership. A more recent book "The Messenger" is a work on Liberation Management and Future Fitness.

EDUCATION

Matriculated
Ermelo High School
1981

B.A Degree
Potchefstroom University for Christian
Higher Education
(Now: North West University)
1985

DPLR
UNISA, Development Programme in
Labour Relations
1990

HRD Honours
University of Johannesburg
1994

MPHIL
North West University
2016

KEY COMPETENCIES & OFFERINGS

- Chartered HRD Practitioner registered with the SABPP (Reg no: P5069)
- Leadership
- Starting and managing a successful consultancy
- Consulting with and for major corporates
- Proven Lecturing Capabilities in academic environment (UJ, UP) and numerous corporates
- Research and develop innovative HRD programmes Research and develop leadership interventions Implement innovative HRD and change leadership interventions
- Manage large consultancy (MAST)
- Manage staffing and development function for corporate
- Manage functional training division for corporate
- Manage labour relations function (regional) for corporate
- Author (several books)
- Selling and marketing of HRD products Custom research and design & implement HRD systems and policies for corporates
- Business Development

REFERNECES

MONGEZI HERMANS

Executive Director: Human Capital
Isuzu Motors South Africa
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elvis.hermans@isuzu.co.za

REINETTE WESSELS

HR Director VIVO Energy
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VLAD MAKARENKO

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PROF DERICK DE JONGH

University of Pretoria
(Director, Albert Luthuli Centre for Sustainable
Leadership)
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+2783 630 0129

PHEPSILE DHLAMINI

FNB HR Manager
+27 834554710
phepsile_dhlamini@fnb.co.za



WORK EXPERIENCE

DIRECTOR SINCE 2013/CEO 2018
HRE CONSULTING (HUMAN RECOURSES EMPOWERMENT GROUP)
2013 - 2020

International Consulting in the field of Organisational Development, Change Management and Leadership

FOUNDER / CEO
JACO BOËTTGER & ASSOCIATES
2007 - 2013

International OD and Change Management Consultant (Worked in 27 Countries) Work in association with HRE Group (pty) Ltd

FOUNDER / MANAGING DIRECTOR
MINDMAN (PTY) LTD
1998 - 2007

- Consulted with major corporates in South Africa, on Training and Development and Change Management
- Managed the company
- Researched and compiled various training programmes Co-authored book on Inspirational Leadership Consulted internationally

LECTURER
RAU (UJ)
1997 - 1998

Structured learning experiences: Analysis and design for Honours Degree students

MANAGING DIRECTOR
MAST TRAINING CONSULTANTS
1995 - 1998

JOINED 1995 AS CONSULTANT

- Designed training programmes
- Lectured
- Sales

MANAGING DIRECTOR

- Manage MAST RSA, Mauritius, Namibia
- Sales
- Strategic Planning Consultant
- Lecturing
- Design and develop HRD Interventions

REGIONAL MANAGER GAUTENG IN 1996

- Manage region
- Consulting
- Sales

SENIOR MANAGER
SA POST OFFICE
1994 - 1995

Responsible for all staffing and development in SA Post Office

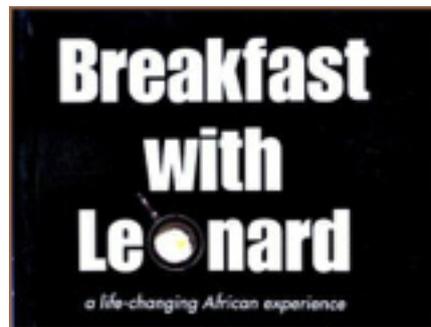
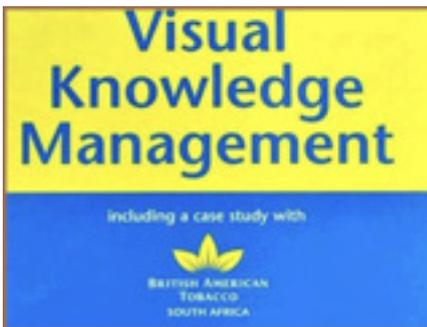
MANAGER
SA POST OFFICE
1993 - 1994

Responsible for all functional training in SA Post Office

LABOUR RELATIONS ADVISOR (MANAGER)
SA POST OFFICE
1990 - 1992

- Responsible for labour relations function in SAPO central region
- Included training
- Disciplinary hearings

Author of Several Books and Articles:



DISCOVER YOUR VOICE

Corporate training product "Discover Your Voice" in association with Multi SAMA winning artist, Leon Gropp

Implementing "Future Fit" models and change management values in companies with the aid of music. Major clients include:

- BAT (British American Tobacco)
- Old Mutual
- Sanlam
- Capitec
- Standard Bank
- Wesbank (Namibia)
- Air Angola



DISCOVER YOUR VOICE

The power of Alignment and Authenticity

1. BACKGROUND & PURPOSE OF INTERVENTION

Discover your Voice is a liberating and empowering musical journey that facilitates the discovery of the magic and energy that the ALIGNMENT of who you are, and what you do, unleashes. It is about discovering and spreading your music, your passion, your authenticity and your voice. This innovative session has helped many individuals to discover their true passion and empowered them and their organisations. Our goal with this intervention is that the words of Oliver Wendell Holmes: "Most of us go to our graves with our music still inside us, unplayed" does not become true for delegates attending their session. (3 hour intervention)

2. OUTCOMES and BENEFITS of the INTERVENTION

The intended outcomes/benefits of the intervention can best be described by listing the desired characteristics of Future Fit individuals, they:

- Are adaptable and agile
- Have a positive attitude
- Anticipate future changes and prepare for it(pro-active)
- Have higher levels of self -efficacy
- Have an Internal Locus of Control(Take responsibility)
- Practice lifelong learning
- Have a personal future vision
- Have short and long term goals which they pursue actively
- Prepare themselves for a broad area of competence
- Place their security in their own abilities and competencies.
- Align who they are with what they do!

INTERVENTIONS

PERSONAL BRANDING

Developed and intervention and Personal Branding Credibility Cube, that is centered around six pillars of Brand Credibility.

This initiative has been successfully implemented in divisions of:

- Old Mutual
- Glacier
- Distell
- BAT



PERSONAL BRANDING

1. BACKGROUND & PURPOSE OF INTERVENTION

The Personal Branding intervention facilitates the discovery of the delegates that they are their own brand. That their success in life and in their careers are 100% linked to quality of their personal brand. Just like any other brand out there, perceptions play an important role in the value and gravitas of the specific brand. The mere observation of a brand flashing by on a billboard when we are driving evokes emotions. Sometimes positive feelings like acceptance, affection, admiration or even admiration. But it can also evoke negative feelings associated with the brand like anger, resentment and disgust. The same is true with Personal Brands...just a mention of a person's name will evoke emotions from anyone who has interacted with the individual. Sustainably successful individuals are acutely aware of this. They take pride in their reputation and always try to build and grow that reputation. Just like a personal brand is built up over years by an individual, a company's brand is built up by the collective effort of every single employee. People that do not care about how they leave others feeling after interacting with them will hardly have the ability to understand that dealing with a company leaves every client with a distinct perception of the brand....the collective persona. To create a world class and amazing collective brand you need world class and amazing individuals.

2. OUTCOMES and BENEFITS of the INTERVENTION

After attending this intervention delegates will:

Understand the crucial importance of taking personal responsibility and ownership of your life and career in an ever changing and unpredictable post-modern world

Be able to measure and manage their brand credibility with the "credibility cube" as a tool.

Grasp that a career path is but what you do with the opportunity given to you when you are employed

Be able to describe and verbalise their own brand in terms of their unique value proposition

Have an action plan for personal brand enhancement and development

Have the tools to become agile, resilient future fit individuals.

Remain positive and productive during uncertain and unpredictable times because they understand the importance of a positive, anti-fragile resilient personal brand reputation as paramount to survive and excel.

INTERVENTIONS

PREPARING FOR TOMORROW

The ability to manage and lead with Future Fitness, is the ability to survive and excel in an incredibly fast changing world of work. It is about embracing a new paradigm concerning life and career management. Today, being good at what you do is simply not good enough...you need to be GREAT in order to set yourself and your company apart from your (many) competitors! This requires operating at the NEXT LEVEL... to become a FUTURE FIT Leaders and Managers! This program was designed to help achieve exactly that! This program was successfully presented in organisations in more than 25 countries. Amongst others:

- Boehringer Ingelheim
- British American Tobacco
- VIVO Energy
- ISUZU
- Insidedata
- First National Bank
- Distell



PREPARING FOR TOMORROW A CHANGE READINESS PROGRAM

1.BACKGROUND & PURPOSE OF INTERVENTION.

The ability to cope with change, or Future Fitness, is the ability to survive and excel in an incredibly fast changing world of work. It is about embracing a new paradigm about life-and-career planning in an altogether new global environment. The "Preparing for Tomorrow" program is a one day intervention designed to help individuals and the organisation to not only cope with massive change....but to thrive in it.

2. OUTCOMES and BENEFITS of the INTERVENTION

The benefits of the intervention can best be described by listing the desired characteristics of Future Fit individuals, they:

- Have a positive attitude
- Know themselves
- Are agile and resilient
- Anticipate future changes and prepare for it(pro-active)
- Have higher levels of self -efficacy
- Are Leaders at all Levels
- Have an Internal Locus of Control/Take responsibility
- Place their security in their own abilities and competencies.
- Practice lifelong learning
- Have a personal future vision
- Have short and long term goals which they pursue actively
- Are Disciplined individuals
- Are great team members



A COURSE IN TRUST FOR LEADERS

1.BACKGROUND & PURPOSE OF INTERVENTION.

Neurologists have discovered and confirmed that Social Rejection and physical pain activate the same region in the brain. People that do not feel acknowledged and validated, will actually experience physical pain .After almost 3 decades of working with Multinational Organisations, We are a 100% convinced that the single biggest problem in most Organisations is that TRUST has been broken. Without trust there cannot be any possibility of individual or collective wellbeing. Without a sense of well-being and belonging, there can be no high level Alignment, Attunement, Enthusiasm, Creativity or Agility. Without trust the Organisation has no soul and no FUTURE. It is our contention that leaders are primarily responsible for creating and maintaining trust in organisations. This intervention was designed to empower and enable leader to do just that.

2. OUTCOMES and BENEFITS of the INTERVENTION

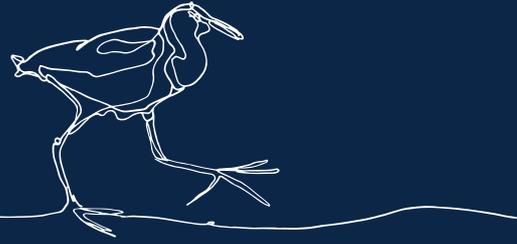
After the intervention delegates will:

- Be able to define and understand the concept and importance of trust.
- Understand the concept and effect of “The Trust Deficit “ and its impact on people and productivity.
- Become aware of what destroys trust.
- Understand the link between innovation, creativity and trust.
- Understand the importance of Mindfulness in creating trust
- Be able and empowered to build a culture of trust in the organisation with the help of a “Trust Map” and toolkit.
- Have short and long term goals which they pursue actively



The Trust Map

Jaco Boëtger



REVOLUTIONARY THINKING TECHNIQUES

1. BACKGROUND & PURPOSE OF INTERVENTION.

In the book "The Opposable Mind" by Roger Martinthat Malcolm Gladwell describes as "Brilliant and utterly convincing"it is argued that...."In this information-saturated age, where each new bit of data complicates a picture that is already staggeringly complex, integrative thinking may be a necessity if we are ever to find our way past the multiple binds in which we find ourselves. Certainly the business world seems ripe for a new approach to problem solving." Today innovation and creativity is not optional.....it is an absolute necessity for survival in today's ultra competitive Global Economy. Our "Revolutionary Thinking Techniques" intervention was created to address this need in a one day intervention.

2. OUTCOMES and BENEFITS of the INTERVENTION

After the Revolutionary Thinking interventions delegates will be able to:

- Understand why we need new ideas to solve new problems
- Understand the brain as a patterning system that is naturally uncreative.
- Understand the incredibly negative impact of conventional wisdom and paradigms on innovation and creativity.
- To identify limiting paradigms in their own personal lives and in business.
- Use the newly acquired skills to unlock classic "Mental Locks".
- Understand and implement integrative and holistic thinking skills in all spheres of life.
- Lead and facilitate practical problem solving skills.
- Become a "thought leader".



WORKING WITH EMOTIONAL AND SOCIAL INTELLIGENCE

1. BACKGROUND & PURPOSE OF INTERVENTION.

The words of Daniel Goleman best describes why this is such an important intervention : " If your emotional abilities aren't in hand, if you don't have self-awareness, if you are not able to manage your distressing emotions, if you can't have empathy and have effective relationships, then no matter how smart you are, you are not going to get very far. This intervention was designed to empower individuals and groups to function in an integrated , mindful , and socially sensitive way.

2. OUTCOMES and BENEFITS of the INTERVENTION

After the intervention delegates will:

- Understand how personality formed and what the influence of genetics and the environment is on personality?
- Be able identify negative patterns of communication learned in childhood and perpetuated into adulthood.
- Understand the essential factors involved in being a good communicator
- Understand the difference between aggressive submissive and assertive behaviour .
- Use different approaches to dealing with conflict.
- Be able manage your own emotions and behaviour to the benefit of yourself and the people around you.
- Have learned how to handle inter-personal relations and diversity

THANK YOU