



About us

Gerhard Schröder and Annaliese Rix, both drawing on extensive credentialed experience, have left their footprints in the hearts and many unique stories of individuals and organizations in many parts of the world.

At a time where corporate wellness is a crucial piece of the employee engagement and productivity puzzle, this partnership combined to enhance their organizational and individual talent management experience to strengthen their abilities to identify areas of improvement and optimization, and sustainable value to the individual, team and broader organization.

We champion integrity, trustworthiness and responsibility as our core values.

Products and services



Client Portfolio

We are very proud of our growing portfolio of satisfied and loyal clients. Some clients where we've made a difference include:

- Astute (financial services)
- ATKV (cultural, self-catering resorts)
- BMW (SA) (automotive)
- Daytona Group (automotive)
- Dulux (specialist paint centre)
- Forever Resorts (hotel, self-catering resorts)
- Hospice (palliative healthcare)
- Ithemba (counselling centre)
- Sasol (Infrachem; Sastech; Project Talentgro) (petrochemical)
- UNODC (United Nations Office on Drugs and Crime)
- UNAIDS (Joint United Nations Programme on HIV/AIDS)
- Vukani Gaming (V-Slots) (gambling)
- Zydus Group (pharmaceutical)

credentialed experience

satisfied & loyal

Insight



The first step in many of our journeys is a collaborative needs assessment.

- **Climate and communication audits**
- **Assessment/development centre** (psychometric) - Assessment of potential and development needs; integration of results with performance data; increasing efficiency in hiring and retention; causes of under-achievement; culture, team and role fit.
- **Psychosocial assessment** - Affect, Energy Level, Family System, Lifestyle, Self-Esteem

Enablement



Examples of how we can add contextually relevant value:

- **Performance management:**
 - job profiling, defining performance metrics, individual performance dashboards, training needs assessment, performance reviews
- **Customized leadership interventions:**
 - Leadership -, motivational - and interpersonal skills, modular long term projects and short workshops
- **Customized personal interventions:**
 - Anger management, assertiveness, conflict management, divorce counselling, life coaching, relationship counselling substance abuse & addiction, trauma

Successful projects



- Functioning as a "Human Capital Optimization Partner" at a multi-franchise supplier of vehicles: helping to facilitate a higher-performing customer-centric dealership group as a business-driven, value-adding function - increasing efficiency in hiring and retention; implementing performance management (job profiling, performance requirements, training needs assessment, performance reviews); facilitating soft skills training sessions; provided individual coaching and played a key role in the improvement of the customer satisfaction index (CSI)
- Participated in the draft proposal for The South African National Strategic Plan for HIV, STI's and TB 2012 - 2016.
- Professional representation of Injecting Drug Users as a Key Population at a "Centers for Disease Control and Prevention" (CDC) and "President's Emergency Plan for AIDS Relief" (PEPFAR), playing a key role in MMT/OST (Methadone Maintenance Treatment/ Opioid Substitution Treatment) being recognised in South Africa.

We enjoy a Level 4 BEE contribution status with a 100% BEE Procurement Recognition factor.

Contact Us



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contextually-relevant

the evidence

contact