

FREE TO GROW

Who we are and what we do



Organisations need people **to be and give their best**. Free To Grow contributes to this through developing and facilitating **high quality, contextually relevant learning programmes** that have **sustainable impact**.

Our mission is to bring healing, hope and capacity building to large numbers of people, organisations and communities, helping them realize their potential and live their purpose.

*"Programme development is our art,
and facilitation our passion."*

www.freetogrow.com

Our programmes



Personal Growth and Wellbeing

The programmes in this suite assist people in their journey of continuous improvement and proactive self-development. The objective is to help them focus their energy on being the best they can be and increase the quality of their personal and work lives.

Programmes in this suite, catering for different job levels from entry level to middle management are: **EQ Edge**, **Free To Grow Lifeskills**, **Money Sense** (financial lifeskills), **StressWise** and **Thrive!** (personal mastery).

"The programme made a huge impact. Many people who were experiencing difficulty in managing themselves have made a 180 degree turnaround. We've seen the programme help people take BIG stretches in their careers."

Eleanor Ford
Occupational Health Services Manager Western Cape,
Woolworths



Relationship Building

Our suite of relationship building programmes increases respect, trust and understanding amongst people and develops the skills to openly and constructively communicate and increase collaboration.

The programmes in this suite consist of:

Enhancing relationships

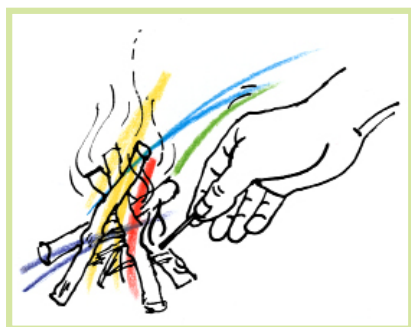
- * **TeamQ**
- * **WorkQ® Diversity**

Developing individual interpersonal skills

- * **Assertiveness @ Work**
- * **Managing Conflict**
- * **Relationships @ Work**
- * **Communication @ Work**

"Instead of the usual fingerpointing at each other on who is more at fault in the dynamics of human interactions, we all left the session with a feeling that we individually hold the key to making the difference."

Khin-Sandi Lwin
Country Representative, UNICEF Namibia



Leadership Development

Our leadership development programmes create the mindset and provide leaders with the practical tools to be the change they want to see in their organisation. The programmes are aligned to Drotter's Leadership Pipeline, developing the competencies required to operate effectively at each level.

“Free To Grow’s leadership programmes have been invaluable in developing the inner capacity of our talent. They have contributed to increasing our retention rate of our key talent significantly over three years.”

Debby Walters
HR Executive,
@home & @home living space,
TFG (formerly The Foschini Group)

- * **Soar!**: Assists supervisors and first-line managers to make the transition from managing self to managing others.
- * **4 C Leadership**: Develops the mindset and skills in middle and senior managers to lead with vision and credibility, to effectively communicate vision and values, to create dialogue about what matters in and to the organisation, and to inspire, engage and influence intentionally.



Organisational Culture and Change

The challenge for most organisations is not devising a vision, values and strategy but to get its people on board.

We assist organisations in this journey. We help people understand the bigger picture of what the organisation is about and how they can contribute, align their needs and values to that of the organisation and help give meaning and purpose to their work. Through this we strengthen a culture of partnership where employees become active players in co-creating the future of the organisation.

We align our leadership and staff capacity building programmes to each organisation’s specific context to make a positive contribution in the following areas:

“The office has grown and changed over the past year in numerous ways. Free To Grow has been a key change agent in this process. Their sessions have had a significant impact on all staff members as well as the office. The latest survey reflects very different perceptions and staff morale than previously.”

Heimo Laakkonen
Country Representative, UNICEF Tanzania

- * **Change Management**
Leading Change (for managers) and **WorkQ®** (for staff).
- * **Employee Engagement**
4 C Leadership (for managers) and **WorkQ®** (for staff).
- * **Creating a Customer Service culture**
Setting The Tone (for managers), **Coaching Towards Excellence** (for supervisors) and **Free To Care** (for staff).

What makes us different

Specialists

Free To Grow are specialists in the field of programme development. Our creative, engaging and **high impact learning methodology** is described by many of our clients as 'best in class.'

Behaviour Change

We believe it is not what is poured into people, but what is planted in them that is important. The focus of our programmes is therefore not on 'transferring knowledge' **but on increasing understanding and enhancing application**. This results in actual **behavior change back in the workplace**. (See our website for examples and results of a PhD verifying this claim).

Track Record and Client Base

Since 1994 we have **trained more than 70 000 people** from various industries in **over 19 countries worldwide**. Examples of organisations who have implemented our programmes on either a large scale or over an extended period of up to 12 years are PwC, Sanlam, UNICEF, SA Breweries, SAB Miller, De Beers Mines, AVIS, Barloworld Motor, PathCare and TFG (formerly The Foschini Group).

Customisation

We **make it our business to understand your business**. We link our programmes to your strategic objectives and can customise extensively to align our content and approach to your needs.



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Geographic footprint

South Africa: We have accredited facilitators in Gauteng, Kwazulu Natal, Free State, Western, Eastern & Northern Cape.

Free To Grow International: We also have representatives in Namibia, Zambia, Botswana, Kenya and Ghana.

"The impact of the programme is, in one word, phenomenal!"

Reubenette Motloheloa
*Learning and Development,
MultiChoice Africa*

"In a world where 'cutting and pasting' is the norm, it was refreshing to work with professionals who took the time to understand what we needed."

Caroline Southey, *Director
Community Banking Strategy and
Reporting, Standard Bank*

"Free To Grow has been running learning and development and training interventions for UCT since 2004. We have received exceptionally professional service from Free To Grow – service providers like this are as rare as gold. The resultant impact has been tremendous."

Kirsty Holmes
*Manager Staff Learning Centre,
University of Cape Town*



Accreditation

We are one of the few South African service providers in this field with ISO certification. We are accredited with the Services Seta (Decision number: 0101).

BEE

Free To Grow has 26% Black ownership and is a level 3 contributor.

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