

Organisational Profile

February 2025



ENGAGEMENT
DYNAMICS



Maximising Leadership Impact
in the Crucible of Change,
Complexity and Conflict



Website
www.engagementdynamics.com

Introduction



About Us

Engagement Dynamics (Pty) Ltd is a leadership and organisational development consultancy, established in 2007 by Janet du Preez (MSc MOTI), based in Johannesburg, South Africa with an expanding international footprint.

Vision

Inspire, equip and guide a new generation of core-driven impactful leaders, who will tackle problems that matter and build exceptional 21st century organisations.

Mission

Drawing on great theory, creative methods, and a genius network, we design, develop & deliver the most beautiful, useful and irresistible transformative leadership and organisational development solutions on the planet.



Core

Beliefs



Our core beliefs inform why we do what we do and what we do.

People Matter

Despite unprecedented advances in technology and the emergence of clever machines, people will still define and drive the future.

Organisational Norms Must Change

Toxic, ineffective 20th Century organisational norms **MUST** be shifted to more congruent, positively impactful and relevant 21st Century models.

We change the world through engagement

Leaders Must Engage Differently

In the dynamic and exponential age in which we live, most of the ways in which we have selected, understood, led, developed, deployed and empowered people need to be revised.

Organisations Have Power for Impact

Organisations have power. When they are well-led they use that power for good and positively impact society's most wicked problems.



Core Values

Our core values inform how we show up and do what we do.

INTENTIONALITY

We are purpose-driven and do work that matters and makes a positive difference. We make strategic choices and activate them with intentionality.

PIONEERING

In the rapidly emerging and unpredictable business environment, we must help our clients navigate the dramatic uncertainties and opportunities they encounter.

COLLABORATION

We are committed to fostering and practising collaboration, strategic partnering and co-creation, transferring skills as we do so.

LEARNING

We are passionate about the learning journey and personal and organisational growth. We believe that the absence of growth guarantees stagnation and death.

EMERGENCE

Despite unprecedented advances in technology and the emergence of clever machines, people will still define and drive the future.

THINKING

We act as thinking and design partners, assisting clients to engage their leadership minds to ask and answer powerful questions and create the future.

INTEGRATION

Because organisations are interdependent and systemic, we ensure that our work is integrated into the fibre and functioning of each client's system.

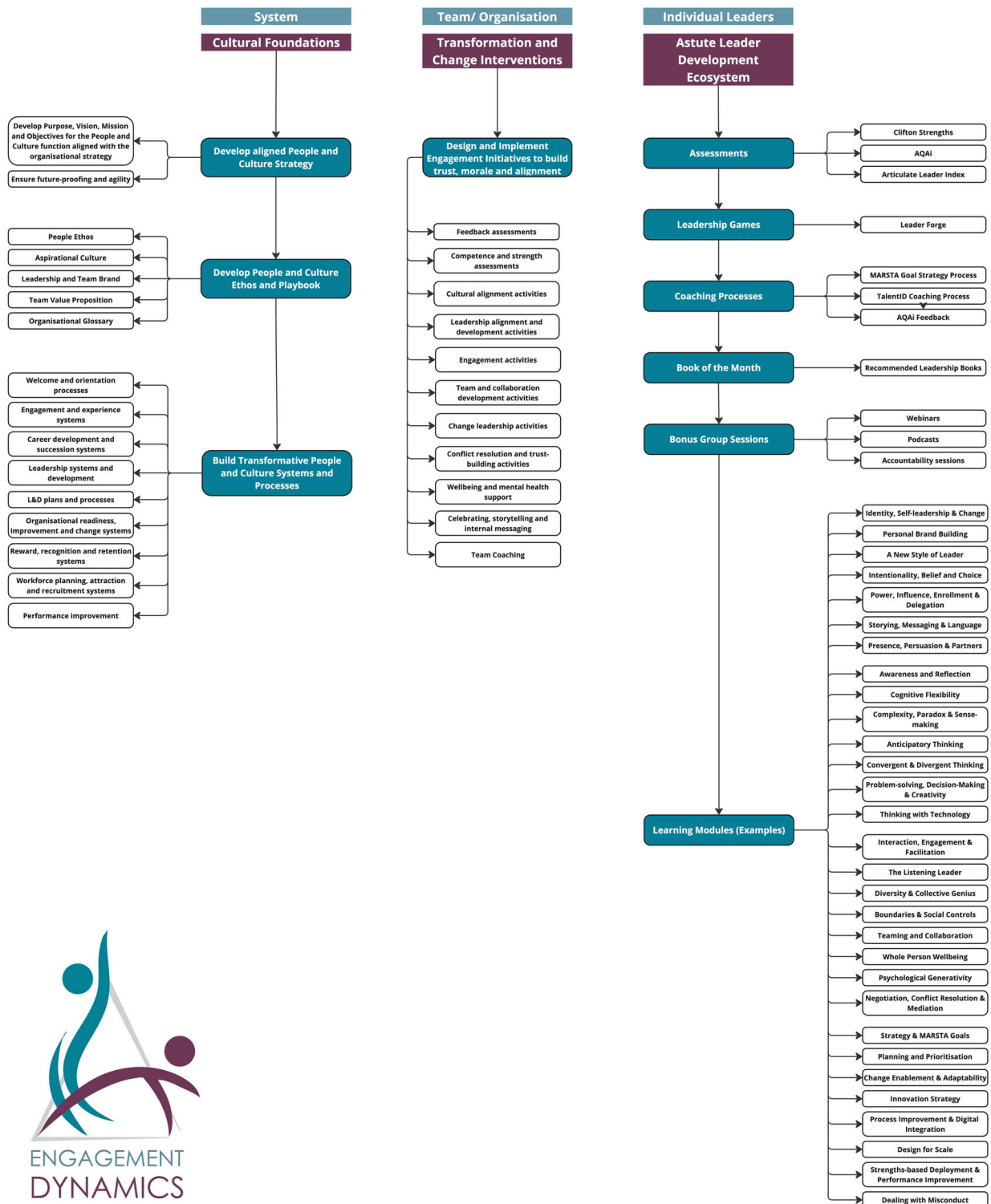
DIVERSITY

Diversity enables great thinking, and transdisciplinary perspectives all have relevance to the work that we do.

Offerings

A high level summary of our consulting and coaching services. We are known for bespoke process design.

People System Change Framework



Value Proposition



WHY CHOOSE ENGAGEMENT DYNAMICS?

- **Science Meets Creativity** – We integrate research-driven insights and dynamic, interactive experiences to maximise innovative originality and effectiveness.
- **21st Century Leadership** – We equip leaders to excel in the radically new context and build organisations fit to deliver on strategy.
- **Bespoke Solutions** – Our interventions are tailored, to ensure that every engagement meets the specific needs of our clients.
- **Sustainable Impact** – Our aim is always to foster long-term, systemic transformation.

We empower leaders and organisations to navigate complexity, change, and conflict with insight and integrity. Through cutting-edge leadership development initiatives, strategic consulting frameworks and immersive engagement approaches, we help leaders to build future-fit, interdependent and highly impactful teams and organisations.

Unlike traditional consulting firms, we go beyond prescriptive solutions, and co-create transformative strategies tailored to the unique challenges of rapidly scaling businesses, medium-sized enterprises, and corporate leadership teams. Our proprietary tools, including the Dynamic Engagement Framework, Astute Leader Programme and the Leader Forge Game, foster self-awareness, collaboration, and resilience, equipping leaders with the skills and mindsets needed to thrive in a highly emergent and unpredictable world.



Value Proposition



Our programmes are constructed from a generous buffet of tools, methodologies and expertise, including:

- Proprietary frameworks
- Assessments and research
- Business science
- Organisational development and design theory
- Strategic processes
- Innovation processes
- Facilitation
- Process design
- Games and gameful design
- Interactive exercises
- Integrated messaging
- Leadership and executive coaching

Our expertise is rooted in:

- People systems
- Leadership
- Engagement
- Wicked Problems
- Systemic Thinking
- Hope and Post-traumatic Growth
- Change and Adaptability

Our work taps into the following skill sets:

- Strategy and Implementation
- Organisational Design and Intervention Development
- Facilitation
- Executive and Leader Coaching
- Creativity and Game Design
- Professional Speaking

Target Business Model

At the end of 2024, 80% of our revenue is derived from consulting and 20% from leadership coaching. The diagram below illustrates our target for 2025





Clients

Our offerings are targeted to meet the needs of individuals, teams and organisations. The diagram below illustrates the typical way in which we serve our clients.

LARGE ORGANISATIONS

- Organisational Development
- Astute Leader Development
- Leader Forge Game
- Adaptability Interventions
- HOPE Interventions
- Gameful Interventions
- Congruent Organisations
- Culture Shift

SMALL ORGANISATIONS

- Transformational People Systems
- Organisational Design
- Strategy and Organisational Development
- Astute Leader Development
- Leader Forge Game
- Gameful Interventions
- Culture Shift

TEAMS

- Team Coaching
- Strengths-based Teams
- Team Cohesion
- Conflict Resolution
- Team Forge Game
- Strategy Workshops
- Adaptability Interventions
- HOPE Interventions
- Gameful Interventions

LEADERS

- Strengths-based Executive Coaching
- Astute Leader Development
- Leader Forge Game
- MARSTA(TM) Goal Achievement Strategy





Founder



Janet du Preez is a seasoned and creative organisational development practitioner and a guide and ally to leaders navigating the uncharted demands of a rapidly changing and unpredictable world. Never in our modern history has this been more relevant.

Her MSc in the Management of Technology and Innovation explored collaborative stakeholder engagement in the context of wicked problems. I am a skilled strategist, process designer, speaker, facilitator and seasoned executive coach. My business, leadership and consulting experience and previous studies in health sciences, psychology and business equip me well to serve clients in the emerging technologically-driven Imaginable Next.

Uniquely qualified to understand people and the practical systems which underlie behaviour and outcomes, the perspective that Janet brings to senior leadership challenges, consulting and training is systemic, practical and focused on sustainable application. Her insight into individual and organisational change extends beyond static models and frames, and she uses her well-honed coaching, facilitation, process development, strategic consulting and speaking skills to engage talent, passion, insight and action in pursuit of great leadership, meaningful interaction, innovative systems and strategic effectiveness.

Janet leads a lean, virtual organisation collaborating with a large network of design organisations and consultants to deliver maximum value to our clients.



Corporate Social Investment

OUR AFRICA MANIFESTO



We are passionate advocates for the potential that is wrapped up in the people of Africa. It has been our extraordinary privilege to call this beautiful continent home and to learn from the incredible people who inhabit it. Africa's greatest competitive advantage lies in the fact that we have no box to get out of. We have been excluded from the box for centuries.

Now, at a time in history when the world desperately needs innovative thinkers to tackle the most pressing global wicked problems, the people of Africa are ready – resilient, resourceful, immensely creative, adventurous, courageous and bold, they will surprise the world. Africa is hungry, but not in the way she has historically been portrayed. Her people are hungry to show up on a world stage, hungry to invite a deeper and more meaningful understanding of identity and competence and hungry for recognition of their undeniable value and genius. We challenge the world to Invite their unique perspectives, welcome their brilliant insights and watch Africa!!!



Corporate Social Investment



Cotlands

Janet du Preez served on the Board of Cotlands from 2012 to 2022 and for the bulk of this time chaired the Organisational Development sub-committee. She now serves as a governance committee member for the Cotlands Toys2Rent Social Enterprise.

We are deeply committed to supporting this amazing organisation who make a profound difference in the lives of vulnerable children.

Cotlands works towards making South Africa a more equal society by creating access to play-based early learning opportunities for young children. They initiate and facilitate innovative, play-based early learning opportunities for young children, access to toy library and playgroup programmes aimed at improving school readiness. The programmes are designed to ignite potential through play by enhancing children's social-emotional development, as well as their cognitive skills which includes creativity, critical thinking and problem solving. The goal is to ensure that children have the required skills to excel when entering formal schooling and to develop holistically for their future success.



Thank You

We'd love to partner with you.



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