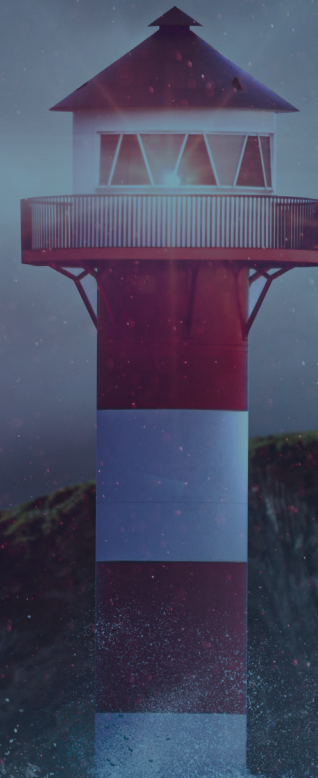




NAVIGATING PREDICTABILITY

Partnering with you to achieve predictable performance by unlocking individual, team and organisational potential.





Why?

All highly successful organisations share a common characteristic – PREDICTABLE PERFORMANCE.

How?

By equipping people with the practices and behaviours that enable them to navigate change and complexity and deliver excellence time and time again. Achieving predictable performance requires consistency, routine and discipline, underpinned by strong leadership.

Our customised, leader-led solutions are underpinned by sound principles and are focused on developing the competencies that drive predictable performance.

The Outcome?

A high-performing workplace culture, optimised processes and systems and a consistent pipeline of leaders who take accountability for their team's behaviour and performance.

April May June July August September October November December



WHY PARTNER WITH US?



We **understand** your needs. Our diverse team, with vast expertise and experience, will design customised solutions that work.



These solutions **integrate** with your existing projects and priorities. Implemented across job levels and business areas, they consider the entire human capital cycle and build sustainability.



Our **hands-on approach** prioritises knowledge transfer that turns strategy into execution whilst providing full implementation support.



A **multi-skilled** network of **strategic partners** amplifies our agile, responsive team.

[Click here to meet the team](#)



Innovative tools and artefacts, built on tried-and-tested business principles result in the desired behaviour and performance change.



Procurement benefits: We are a Level 2 BBBEE contributor, with a 51% black female shareholding.



The **long-term partnerships** we have with blue-chip companies both locally and abroad are proof of our impact.



WHAT WE OFFER

Customised, leader-led solutions for individual, team and organisational performance

We focus on **six key value streams** to navigate predictability and drive performance. These are stand-alone value streams that can be delivered in an integrated manner.



Culture & Engagement
A customised, leader-led approach that is built on a model of predictability to ensure your organisation's change agility and competitiveness



Assessments
Customised assessments for Organisations, Teams and Individuals that provides scientific input to performance improvement.



Performance Management
Customised performance management systems integrated with score cards and implementation support



Talent Management
Our Talent and Succession Management Frameworks provide a consolidated view of your human capital landscape



Coaching
Nationwide network of professional coaches specialising in a range of focus areas across all organisational levels



Learning & Development
Customised, blended-learning that is bite-sized, themed and complemented by video artefacts grounded in key learning principles



Culture & Engagement

There is a direct correlation between employee engagement and performance. The more informed and involved people are, the higher their level of commitment and contribution to organisational success. Our customised, leader-led approach to change management and business improvement are built on models of predictability and ensure your organisation's agility and competitiveness.

Leaders are responsible for their team's morale and performance. The change process is built on their capabilities and willingness to drive the change. We ensure that they are equipped with the behaviour- and performance-related artefacts and tools that ensure change is possible and implementable.



Assessments

A range of cutting-edge and customisable assessments provide you with scientifically-valid and reliable instruments and tools. Our dynamic team deliver high-quality assessments on a large scale.

We are an accredited provider of the Leadership Competence Indicator (LCI), a multifunctional tool developed for the South African work environment. It offers an integrated view of your leaders' behaviour preferences, work styles, cultural fit, potential, attitude and attributes. It gives you a highly valid and reliable view of leadership competence, and a scientific framework for talent management and development.



Performance Management

We partner with you to design customised individual, team and organisational performance management systems and integrate these with score cards.

Equipping your leaders with the skills to sustain this system and to conduct performance coaching provides invaluable implementation support.



Talent Management

Our tailored talent management and succession frameworks support your strategic priorities and integrate with existing policies, processes and procedures.

This provides you with a consolidated view of your human capital landscape – across operational, team and functional areas.



Professional Coaching

A nationwide network of professional coaches who specialise in a range of coaching focus areas and work at all organisational levels.

Our focused approach allows for rigorous assessments and clearly identified coaching areas, which are integrated with the leaders' performance outcomes. We can also assist you to develop a coaching culture by equipping line managers to coach on the job.



Learning & Development

We develop your leaders through a customised, blended-learning approach. Our broad subject matter expertise provides a vast library of value-adding leadership insights. Bite-size learning is chunked and themed and complemented by video artefacts grounded in key learning principles.

Certified facilitators and practitioners design and deliver our learning & development solutions. Selected skills development modules and programmes are also accredited.

Through a partnership agreement we offer e-learning solutions to meet your learning & development needs.



OUR CLIENTS

We exist to deliver maximum value in all our interactions with clients. Our track record spans across continents, sectors and industries, and we are proud of the long-term partnerships we have built.



"The performance and service of OIM has been outstanding. They have exceeded our expectations and their valuable insights and recommendations are improving leadership practices and achieving organisational objectives."

Mrs. Zola Ngoma, Unit Head: Human Resources Management, Coega Development



OIM•LEADERSHIP•CONSULTING
NAVIGATING PREDICTABILITY

“Success is never accidental.”

- Jack Dorsey

Connect with us today.

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