



We Create Us



COMPANY PROFILE



VALUE PROPOSITION



“ Diversity is having a seat at the table. Inclusion is having a voice. And belonging is having that voice be heard.” – Liz Fosslien

Our strategic approach sets us apart. We co-create D, E, and I solutions with you to synchronise all hands on deck to effectively contribute to *your* purpose, strategic business objectives and values.

An entity with excellent cultural health will render excellent financial health.

We help our clients build bridges and overcome disconnects due to differences in thinking, background, culture, race, age, etc.

We see transformation happen when minds are opened and hearts are healed.

We challenge each participant with empathy to help build a culture of equal respect and belonging.



WHAT WE OFFER

We work with you on every step of the development journey. You know your business best; we know our topic. Co-creation delivers the best results by far.

Diversity, Equity, and Inclusion

Our D, E, & I programs are celebrated for

- their high level of strategic focus, and
- for building an authentic sense of acceptance and belonging.

Its purpose is to

- break down unconscious bias,
- create understanding between different groups, and
- build a lasting inclusive, cohesive culture.

1

Engagement Surveys

We use a brilliant electronic diagnostic tool to gauge your entity's cultural health. This customised ROI tool continuously tracks the progress made with implementing new habits underway to entity cultural transformation.

2

Diversity to Synergy Conversations

We help you to build an inclusive atmosphere where *all* people, regardless of their many differences, will equally respect one another as human beings. In this way, everyone can optimise their performance to achieve the shared desired results. No one is excluded, all are included!

3

Leadership Enrichment

EXCO and senior management

- “Inclusive Leadership with Enneagram Wisdom” A process that unveils blind spots and guides the Top Management team to a renewed level of connection.

All management levels

- “Inclusive Leadership Lift” is offered online once the “Diversity to Synergy” workshops are completed by all. Leveraging D, E, & I, Managers are equipped to build cohesion and synergy in their teams.

We have a wide offering of Management and Leadership programmes.

Please ask us to customise a solution to suit your required outcomes.

- “Inclusive Leadership Group Coaching”. All managers walk away enlightened with the honest consolidated feedback from all the D to S workshops. They leave with SMART goals to bridge the unearthed gaps.
- Online “Coaching for Results” To support the embedding of a new culture, we offer individual Coaching to leaders to achieve their goals.
- Various other Management & Leadership programs are compiled to meet your specified required outcomes.

4

360 Culture Check

Our one-day process for all staff, facilitated by two diverse facilitators, checks the pulse on how everyone is doing on embedding their inclusive culture of belonging. Groups of max 25 people allow air-time for all voices.

5

Life, and Conflict Mediation Coaching

Our Professional and Life coaching is aimed at ALL job levels to elevate individual and organisational performance, while *Conflict Mediation Coaching* helps to resolve issues, restoring productive relationships.



Personal and Business Development

1

Ethics and Anti-Corruption

Our 5-star Ethics and Anti-Corruption training will help you reach your financial goals. It includes how to identify corruption, fraud, and theft, what it means to be ethical, and how to live your business values.

2

Building High-performance Diverse Teams

Using fun learning activities and guided conversations, we provide diverse teams with the tools to be respectfully inquisitive and assertive to resolve disconnect and boost individual, team, and business performance.

3

Conflict to Cohesion

Relationships navigating successfully through conflict are strengthened. Our conflict resolution template and tools empower participants to confidently resolve ever-emerging issues.

4

Stakeholder Management

Deliberate stakeholder management brings stakeholders directly into the project success equation. We provide you with a template to achieve exactly this!

5

Presentations Skills & Public Speaking

Master the skills you need to effectively convey information to adults and to ensure that your message was understood in the way you intended it. We also offer Media Presentation Skills by a top-level, seasoned journalist!

6

Workplace Etiquette

In a diverse world, we help you to align the lenses through which we view “good manners” and ‘respect’ to avoid unnecessary misunderstandings that hamper team dynamics and productivity.

7

Personal and Professional Branding

We guide diverse participants to bring their authentic selves to work while adhering to the workplace brand.

8

Problem-Solving Skills

Our activities and case studies promote a solution-focused attitude. We support you with several practical tools to find creative solutions in innovative ways.

9

Personal Financial Management

We provide an action plan to help you take control of your finances and get out of debt. This four-hour workshop provides instant relief and a personalised financial direction.

10

Wellness Warriors Masterclass

Our four short surveys will pinpoint the stressors impacting your work-life balance. Each participant is equipped with personalised coping strategies to reduce stress and improve mental fitness, overall well-being, and resilience.



OUR PROMISE

We deliver lasting solutions that will transform your work culture and performance.

Because we believe in the power of dialogue, we turn D, E, and I immersive conversations into opportunities for deep sharing. We use them to promote inclusion at all levels of diversity - and this is the key to our success: We offer a human focus and human solutions to sensitive human issues. When you're working with us, you'll never get lost in corporate jargon - You'll always have a facilitator with a Psychology education and a depth of experience facilitating these life-changing conversations.

All our other development work is results-focused and aligned with your required outcomes.



BUILDING BRIDGES

In a world that's becoming increasingly diverse, it's important to understand the impact of bias on individual and group effectiveness. We assist you in creating and embedding an environment in which all people, regardless of age, gender, race, language, ethnic group, religion, socioeconomic or educational background, etc., can demonstrate respect for and understanding of one another to reach their full potential and collaborate toward a common goal.

Where conflict over differences drains human energy, trust promotes cohesion, raising output and building group integrity.

Trust in business is a vital economic driver, not only a social virtue.



WHO WE ARE



With a diverse, hand-picked, highly professional team, we know that choosing to focus on our similarities is the bridge to cohesion.

In-SA exists to help people understand one another better so that, together, we contribute to an inclusive world where everyone feels welcome and valued. Learning about other people's experiences helps us to see one another's humanity.

Our customer-centric approach is focused on speed and convenience. For both our internal and external customers, we make it as easy and as quick as possible to do business with us and achieve the desired results.

Internal transparency builds trust. We ripple this ethos out to our external customers.



WHY WE ARE

In-SA exists because we firmly believe in an inclusive sphere where we can all belong. We build bridges and help people settle their differences. We aim to create a space for everyone to be able to express themselves and share their stories in a safe and friendly environment.

WHAT WE STAND FOR

- Equal Respect for all
- Integrity
- Inclusion
- Excellence
- Accountability

CAPACITY

As an association of 30+ diverse, independent professionals in seven South African provinces, the DRC and Zimbabwe, we are committed to sharing our competence with others. We are convinced that by learning from one another and from the people who participate in our interactive conversations, we can all continue to grow and develop as equally valued professionals.

We work in teams of two facilitators each, representing different races, ethnicities, sexes, generations, personalities, and ways of thinking. We trust one another enough to have open, honest conversations about our differences to enrich our perspectives.

In 2017, we delivered 77 workshops within 10 weeks!

BUSINESS GOAL



We help diverse teams in businesses, sports clubs, and institutions improve their performance through a culture of inclusion, equity, and synergy. Building inclusive teams take patience and commitment.

One of the big challenges businesses face today is meeting the needs of an interconnected and layered world. No business can succeed without having a workforce as varied as the world in which it operates.

Our agility ensures swift responses to help you improve your business's success by expertly leveraging diversity, equity, and inclusion.



Our Credo
“WE CREATE US”

DIFFERENTIATION

USP

1

Leaders

We are leaders in our field. We invite you to view some recently published articles on In-SA as a woman-led company:

- The Sunday Times Magazine, Sept 2019 (Page 26)
- The Leadership Magazine, August 2020
<https://indd.adobe.com/view/9f80e7a6-12db-4388-ace7-73cc6f4e4dba> (Page 66)
- Business Media Magazine, Sept 2020
<https://businessmediamags.co.za/business/celebrating-women/beyond-gender-and-race/> (Frontpage)
- Sunday Times Live Nov 2022 <https://www.timeslive.co.za/sunday-times/news/2022-11-13-diversity-training-or-meals-for-pupils-cash-strapped-schools-face-tough-choices/>

2

Experience

Since 1993, we have reached more than 15, 800 people in Africa with our transformational Diversity and Inclusion conversations. Boasting a collective 270-year's experience, our salted facilitators pay their depth of experience forward to the younger ones as they join our team.

3

Virtual experience

We have facilitated 2, 000+ hours online. All our offerings are successfully delivered online, except for Conflict Mediation Coaching and Diversity to Synergy Conversations. Connection happens when I give you my eyes, and you give me yours.

4

Facilitation

We have been working in D, E, and I with teams of two diverse facilitators since 1995, at least one of the facilitators having a Psychology background. Our team of ±30 diverse facilitators is spread across Southern Africa.

5

Partnering

We enter a full partnership with our clients to integrate the Diversity, Equity and Inclusion drive with existing initiatives being deployed in their organisation. Diversity, Equity, Inclusion and Belonging are not loose-standing. It is an ongoing process that needs support and maintenance to organically transform the entity.

6

Customisation

In-SA takes great care to customise and align each D, E & I delivery to the strategic intent of their clients. We affirm the vision, purpose and values of our clients during facilitation.



Africa	We have experience in Ethiopia, Mozambique, Zambia, Botswana, Lesotho, Eswatini and Namibia.
Our logo	Our logo depicts our approach: individuals ripple out influence on teams, teams to organisations, and organisations to their communities.
Our Passion	We firmly believe in an inclusive (South) Africa where all her people can have a sense of belonging.
B-BEE Level	We are a Level 4 contributor as a B-BEE Exempted micro-enterprise. With lowered income during the lockdown, we paid back shares to a business partner to help get them through this time. We still lift as we rise...
Accreditation	Accreditation number PR13306 with SACE; educators earn 15 CPTD credit points for attending our 16-hour D, E & I programme, which can be delivered in chunked time slots as required by each school/college.
Methodology	All our conversations are highly interactive, immersive and output-focused.

A FEW OF OUR CLIENTS



CLIENT REVIEWS



KOMATSU
Creating value **together**

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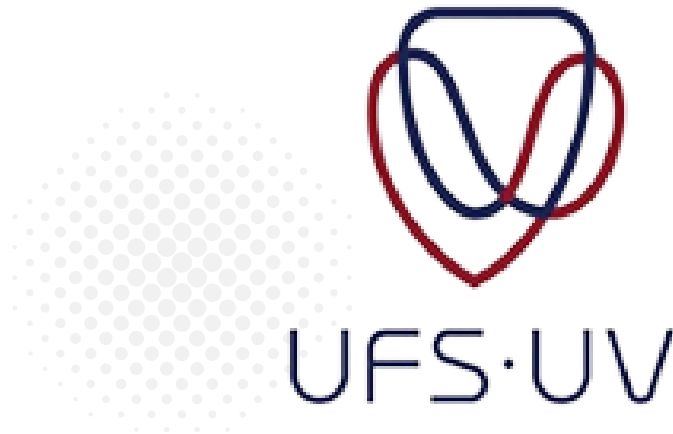
“An absolute eye-opener - kept my attention 100%. Excellent topic; very relevant to South Africa!”

“This should be compulsory for any induction programme, the whole of South Africa!”

“This was an amazing course, clear and straightforward. I have learnt a lot and will practise what I have learnt”

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CLIENT FEEDBACK



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“An eye-opener, indeed. I realised that I was 80% guilty of non-diversity habits. The diversity workshop really sparked self-introspection. This is a must-have course!!!”

“The facilitators were very effective as leaders & presenters, highly knowledgeable. The content was highly informative & transformative. The presenting style of each presenter was a good combination – informative, engaging & entertaining”.

“Everyone In South Africa should attend a workshop like this. It was good to have two facilitators. It reduced the monotony that training normally has. Fascinating, I never knew this. I have learnt so much!”

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CLIENT FEEDBACK



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“Everyone should have a chance to attend a workshop like this”

“Wish this could be exposed to the whole country”

“Thoroughly enjoyed it – will take what I learnt and further it”

“It is brilliant, and I wish it was possible to have it for every department all in one day so that they can know how to appreciate each other better”

“Was very enlightening and kept my attention”

“It is brilliant”

“I truly hope people will hold each other accountable for living these values”

“Excellent topic very relevant to SA”

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We Create Us



THANK YOU



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