



Bronwyn Crawford

Business Consultant | Corporate Trainer | Keynote Speaker

Specialist in human behaviour, inspiring **passion** and **growth** by managing **change** and building **high-performance teams** to succeed.



Motivating, Training and Supporting Human Potential.

Training Courses

PO Box 1895, Sun Valley, 7985 VAT: 428 021 2814

Johannesburg | Cape Town | Durban

Tel: 0861 MOTIV8 (0861 668 488) Fax: 0866 508 925 Skype: [speakersinc](#) e-mail: info@speakersinc.co.za
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Training Courses:

Our engaging and entertaining workshops and training courses are created to connect with the audience while delivering our methods for success.

Over the years we have designed training programmes based on the needs and desires of our clients. Should you require focus and attention in a specific area, please discuss this with us and we will create a programme to meet your desired outcome.

Our training courses include:

Navigating the Waves of Change ~ Managing Change in Turbulent Times.

We live in a time of turbulence and constant change. What we once knew to be stable and certain now no longer seems to exist. If we wish to stay ahead of the game and our competitors, we need to learn to find comfort in the state of change, we need to embrace the opportunities change can afford us, both as individuals as well as organisations.

Objectives:

- * The delegates will gain a deeper understanding of what 'change' is and who it impacts.
- * The delegates will receive a new perspective on 'change' and Change Management. How it can be beneficial and improve organisational results? How to embrace the opportunities change presents.
- * The delegates will learn tools and techniques for managing change effectively involving all stakeholders; in accordance with the ADKAR® Model.
- * The delegates will learn how to communicate change to their employees and teams with the least resistance.

Who should attend:

- * Change Management Practitioners
- * Change Leaders
- * Human Resources Managers & Business Partners
- * Project Managers
- * Project Team Members
- * Organisational Development Professionals

Duration: 2 days

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Mind the Culture Gap ~ Bridging the Gap in Corporate Culture.

An employee who “fits” into your organisation is able to integrate quickly, navigate the organisation, partner with leaders, influence decisions, make a difference and improve or even transform business effectiveness and performance. When the fit is right, all things are possible.

Ensure the business has the culture it desires ... then hire the right “fit” and experience real value.

Objectives:

- * The delegates will gain an understanding of corporate culture and its importance, the effect it has on an organisation and the employees within it.
- * The delegates will work to identify their current and ideal corporate culture.
- * The delegates will learn a strategy to bridge the gap from ‘the old’ to ‘the new’ culture.
- * The delegates will receive tips on how to hire the right “fit” for the organisation.

Who should attend:

- * Organisational Development Professionals
- * Human Resource Managers
- * Human Resource Business Partners
- * Recruitment Specialists
- * Talent Managers

Duration: 2 days



E²R² ~ Employee Engagement, Recognition & Retention (Leadership Coaching).

As managers, business owners and entrepreneurs measure profitability, customer loyalty and satisfaction, we need to do the same with our employees and teams.

Over a decade of research was done in more than 24 countries, 200 000 interviews with managers and employees including Fortune 500 companies identified that appreciation is what employees want most from their management and that 79% of employees who quit, cite lack of appreciation as a key reason for doing so.

How do we ensure that the employees we desire to retain within our organisation, choose to remain?

Objectives:

- * The delegates will gain a deeper understanding of the value of long term, stable and motivated employees as well as the expense of a high turnover of employees.
- * The delegates will learn the different types of incentives and how to engage with quality employees and communicate effectively with them.
- * The delegates will learn how to design an Employee Recognition Program that is aligned with the company's culture, desired behaviour and goals.
- * The delegates will workshop best communication strategies starting from the top. How to motivate, promote and empower employee-to- employee recognition.
- * Attendees will be trained on the "Don'ts" of employee recognition.
- * The delegates will leave feeling secure on how to maintain the program once employees have been orientated.

Who should attend:

- * Financial Managers
- * Change Management Practitioners
- * Human Resources Managers & Business Partners
- * Project Managers
- * Project Team Leads
- * Organisational Development Professionals

Duration: 3 days

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Corporate Heartbeat ~ Employee Health and Wellbeing Matters in Business.

The fast-paced world we live in can slowly chip away at our mental and physical strength, health and wellness. The need to deliver results at a higher level with shorter turnaround times is one way in which our stress levels as individuals and corporates are increasing. To be effective at meeting these increasing demands we need to take care of ourselves, our employees and our businesses.

Embrace wellness programs as a way to motivate, reward and retain a healthy and productive team of employees.

Objectives:

- * The delegates will differentiate between health and wellness. Gain an understanding of the importance of healthy and productive employees. Discuss the impact a well employee has on the business.
- * The delegates will receive an overview of the 7 dimensions of wellness.
- * The delegates will learn to identify emotional behaviour that leads to a toxic environment.
- * The delegate will learn how to effectively identify and handle anger, stress, conflict and anxiety in the workplace.
- * The delegates will leave with effective tools to implement a work-life balance (wellness) programme, increase morale and improve the company culture. How to create a "Culture of Wellness".

Who should attend:

- * Change Management Practitioners
- * Human Resources Managers & Business Partners
- * Organisational Development Professionals
- * Health & Safety Officers
- * Practitioners involved with Employee Wellness Programmes
- * Team Leads / Supervisors / Managers

Duration: 3 days



Mind Management for Success ~ Psychology for Life and Business Success.

Brian Tracy is well known for the saying “what you believe with conviction becomes your reality, whether it is true or not.”

In psychology we are reminded that our thoughts precede our feelings, attitudes and behaviours; that our daily habits, whether positive or negative compound over a period of time and result in a specific outcome.

As individuals we are responsible for our thoughts, beliefs and actions. Should we wish to change our actions (results) we need to start with changing our mindset. Like a muscle we would train and strengthen, our mind too is a muscle that can be trained and strengthened to think differently.

Train your brain and watch how your business, relationships, financial situation and health will transform.

Objectives:

- * The delegates will gain an understanding of how their minds works and how they can take back control.
- * The delegates will identify with their inner voice and learn how to control it.
- * The delegates will receive tools to create powerful beliefs that result in positive life changing behaviours.
- * The delegates will receive tools to implement powerful habits to transform any area of their life.
- * The delegate will learn to better communicate with their employees, colleagues, senior managers and other important people in their lives.

Who should attend:

- * Entrepreneurs
- * Managing Directors
- * Professionals wanting to raise their level of performance
- * Team Leads / Supervisors / Managers

Duration: 2 days



Time Management starts with Self-Management ~ Your Values Influence the Expenditure of Your Time.

We often hear it being said that “there is never enough time in the day”, but, since we all get the same 24 hours, why is it that some people achieve so much more with their time than others?

One of the biggest problems that most managers, business owners and entrepreneurs have, isn't exclusively in how they can 'get enough done' in a demanding environment, but also how they maintain some resemblance of balance without feeling too overworked or resentful. It isn't solely about achieving and going after goals and deadlines around the clock, but rather also about quality of life while doing so. Remain health and surround yourself with nurturing and supportive relationships.

Being able to plan and exercise conscious control of how you spend your time on specific activities to increase efficiency as well as a balanced life requires an important shift in focus supported by a powerful time management system.

Don't squander the precious time you do have - Take the time to manage it.

Objectives:

- * The delegates will gain an understanding of their personal values and how these govern their daily decisions.
- * The delegates will receive tools to self-awareness and making wiser decisions on their spend of time.
- * The delegates will receive an effective time management system to implement immediately.
- * The delegates will receive tips on how to deal with their own as well as their employees' procrastination.
- * The delegate will learn to better communicate with their employees, colleagues and senior managers for desired outcomes.

Who should attend:

- * Entrepreneurs
- * Managing Directors
- * Professionals wanting to raise their level of performance
- * Team Leads / Supervisors / Managers

Duration: 2 days

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Corporate Rainbow ~ Embracing Diversity and Inclusion.

We live in a colourful country where we are aware of the diverse cultures, beliefs and behaviours of those living around us. Yet, it is ever more apparent when we are working within a team of people all striving to achieve the same goal, but often pulling in different directions on the road to achieving it. It can be challenging and stressful not having the same perspective as a fellow employee and even more so when trying to communicate our thoughts and not having effective tools to do so.

Having a system in place that allows us to take the time to truly understand and welcome the views of other team members, being open to listening, open to sharing our thoughts and ideas, open to employees honestly communicating while not being judged, but rather respected for doing so are vital to the success of any project, service offering and a healthy working environment.

We all need and desire to feel accepted and included and this starts with open communication, the attitude and willingness to learn from each other.

Objectives:

- * The delegates will gain an understanding of the importance and benefits of a diverse team of employees.
- * The delegates will learn to identify emotional behaviour that leads to a toxic environment.
- * The delegate will learn how to effectively identify and handle anger, stress, conflict and anxiety in the workplace due to biasness.
- * The delegates will learn how to engage and communicate effectively with a diverse team of employees, colleagues and senior managers.
- * The delegates will create a plan for adopting and incorporating diversity and inclusion in the workplace.
- * The delegates will depart with a successful system to encourage inclusion within a multi-cultural organisation.

Who should attend:

- * Change Management Practitioners
- * Human Resources Managers & Business Partners
- * Organisational Development Professionals
- * Practitioners involved with Employee D&I Programmes
- * Project Managers
- * Team Leads / Supervisors / Managers

Duration: 3 days

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Recent Testimonial:

I would like to attribute a lot of the staffs change in attitude towards functions like this to your training. I cannot speak for other managers but for myself, after taking cognisance of aspects of your training like the love languages, taking note of what staffs frustrations were, communicating timeously and clearly, delegating responsibility to team members and letting them take it, without trying to change what they were doing, has certainly played a huge role in my staff satisfaction (Happiness), ergo, customer satisfaction!!!!!!

I have a long way to go to becoming a good leader and not just a “Manager/Boss” but I am certainly learning and your training has helped in me thinking differently.

Robin Hyde, F&B Manager – The Royal St Andrews Hotel, South Africa

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Let's Chat



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