



Making people thrive in the world of work

BOOK CATALOGUE 2025



**BREAKING
THE CYCLE OF
WORKPLACE**



**DESIGNING
FIT-FOR-PURPOSE
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A comprehensive, integrated route map

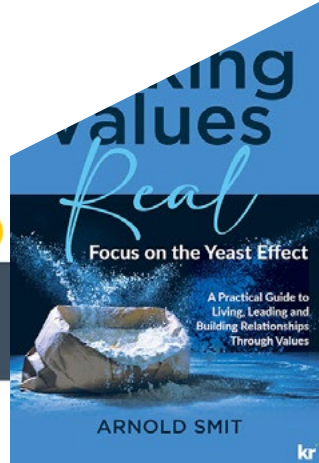
THEO H VELDSMAN

Foreword by Mamphela Ramphele



**EXECUTIVE
FUTURES**

A Quest for
Curriculum



**Living Values
Real**

Focus on the Yeast Effect

A Practical Guide to
Living, Leading and
Building Relationships
Through Values

ARNOLD SMIT

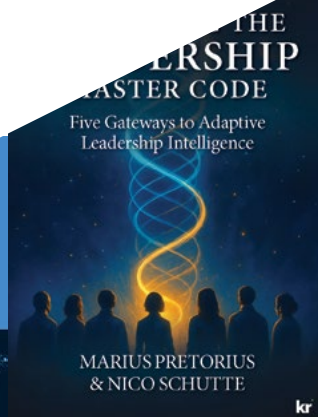
TRUST-BASED LEADERSHIP SERIES

**14
LEADERSHIP
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Trust-based Leadership
In Action



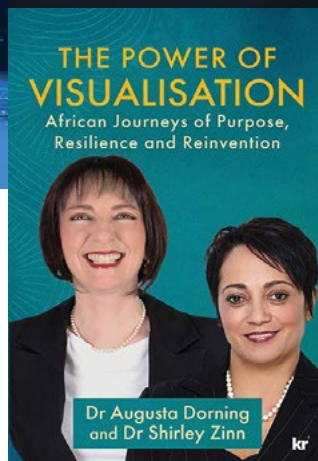
CHARLES DU TOIT



**THE
LEADERSHIP
MASTER CODE**

Five Gateways to Adaptive
Leadership Intelligence

MARIUS PRETORIUS
& NICO SCHUTTE



**THE POWER OF
VISUALISATION**

African Journeys of Purpose,
Resilience and Reinvention

Dr Augusta Dorning
and Dr Shirley Zinn

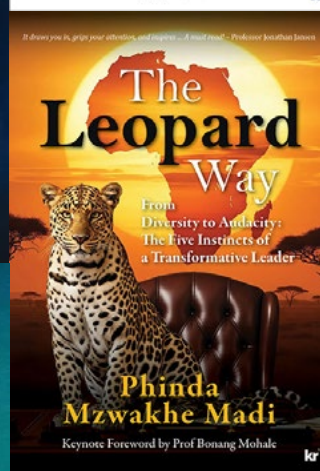
Niël Steinmann



**THE WEALTH OF
COACHING**

**ORGANISATIONAL
GROWTH AND
SUSTAINABILITY**

An Organisational
Development and Change
Approach

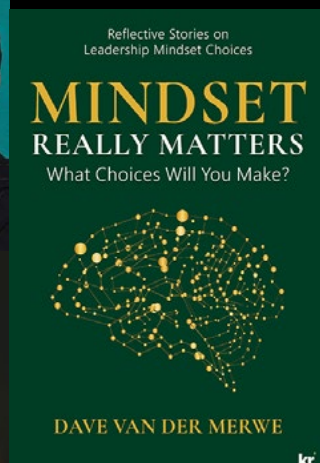


**The
Leopard
Way**

From
Diversity to Audacity:
The Five Instincts of
a Transformative Leader

Phinda
Mzwakhe Madi

Keynote Foreword by Prof Bonang Mohale



Reflective Stories on
Leadership Mindset Choices

**MINDSET
REALLY MATTERS**

What Choices Will You Make?

DAVE VAN DER MERWE



**THE WEALTH OF
COACHING**

A PLAYBOOK FOR COACHING
IN THE MODERN WORKPLACE

CONTENT INCLUDES TITLES ON

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THE LEOPARD WAY

From Diversity to Audacity: The Five Instincts of a Transformative Leader

By Professor Phinda Mzwakhe Madi

Keynote Foreword by Prof Bonang Mohale and Dr Shirley Zinn

Hardcopy: R339.00 incl vat • ISBN: 978-1-991272-53-9

E-version: R305.00 incl vat • eISBN: 978-1-991272-54-6

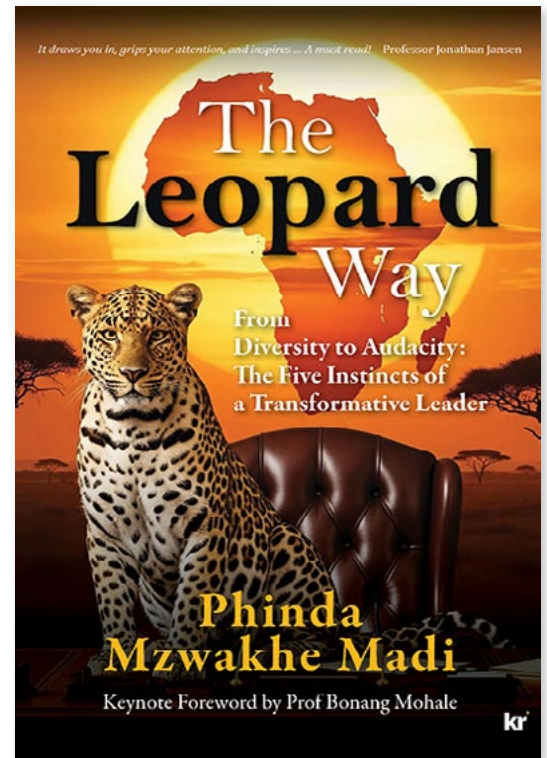
The Leopard Way distills lessons forged in South Africa's crucible of struggle, resilience, and triumph into a universal framework for today's leaders everywhere.

At its heart are the Five Instincts of a Transformative Leader—a practical compass for navigating complexity with agility and clarity, inspiring diverse teams with authenticity, and shaping high-impact decisions through both intuition and insight. These instincts, born from South Africa's turbulent transition yet sharpened by global experience, transcend borders.

They equip leaders in boardrooms, classrooms, and communities to adapt, unify, and create meaningful change. Drawing from African wisdom and the enduring metaphor of the leopard—fast, agile, adaptable, and precise—Phinda Mzwakhe Madi shows how leaders can turn difference into strength, embed diversity into the core of business performance, and lead with courage and vision. From candid reflections in boardrooms to strategies for building inclusive workplaces, this book is a call to lead with intention, to build power that is shared, and to create environments where excellence is both expected and enabled across every race, gender, and background.

Whether you are a CEO, a transformation officer, a policymaker, or an aspiring executive, **The Leopard Way** will challenge how you think about power, culture, and the future of work—and give you the instincts to thrive in it.

"This book is a call to action to Corporates. You are invited to the "corporate jungle" at a time when the Fourth Industrial Revolution and the new world of Artificial Intelligence, layer yet another level of complexity into how we might build a human-centric, more inclusive organisations where everyone thrives and feels a sense of belonging. This is a real opportunity for South Africa to demonstrate what is possible when we have a truly equitable society." **Dr Shirley Zinn**, Chair and Independent Non-Executive Board Director: Sanlam, MTN (SA), VNA, Spur Corporation and Spar Group

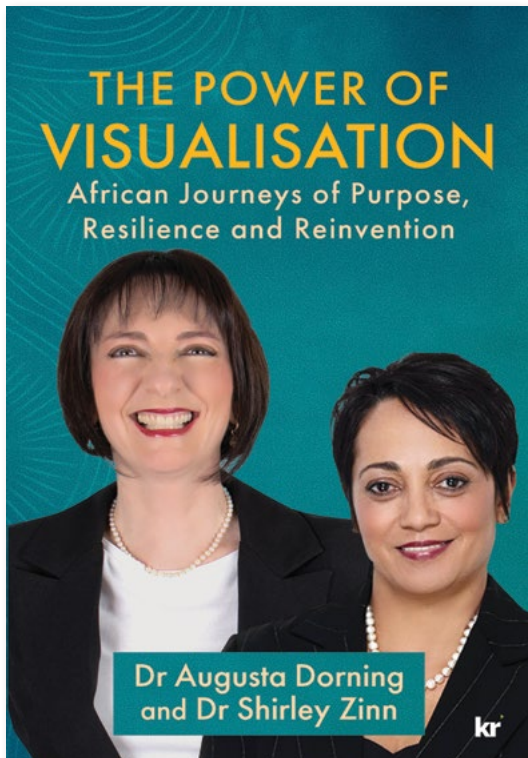


ABOUT PROFESSOR PHINDA MZWAKHE MADI...



Professor Phinda Mzwakhe Madi is an academic, author, executive coach, entrepreneur, sought after speaker and has served on boards of more than six JSE listed companies, with more than three decades of experience. He has founded and led companies in healthcare, financial services and renewable energy. He is a dedicated advocate of unlocking the Diversity Dividend™ as a catalyst for growth, innovation, and resilience. Rooted in South Africa's struggle and renewal, his vision of inclusive leadership has shaped boardrooms, classrooms, and organisations worldwide. Over the past 30 years, he has served as visiting Professor at Rhodes University Business School and Professor of Practice at the University of Johannesburg, written five influential management books, including the bestselling Leadership Lessons from Emperor Shaka Zulu. The Leopard Way – Five Instincts of a Transformative Leader combines his academic expertise, entrepreneurial track record, and personal reflections into a powerful guide for today's leaders.

Phinda qualified as a corporate lawyer, and also holds executive business qualifications from Northwestern University's Kellogg School of Management (Chicago) and HEC Paris.



THE POWER OF VISUALISATION African Journeys of Purpose, Resilience and Reinvention

By Dr Augusta Dorning and Dr Shirley Zinn

Hardcopy: R339.00 incl vat • ISBN: 978-1-991272-47-8

E-version: R305.00 incl vat • eISBN: 978-1-991272-48-5

The Power of Visualisation is a transformative collection of African stories that proves the future you imagine can become the life you live. Through powerful narratives from leaders, pioneers, and everyday visionaries, Dr Shirley Zinn and Dr Augusta Dorning reveal how intentional visualisation transforms adversity into achievement. Blending neuroscience, practical tools, and authentic storytelling, this book equips you to sharpen your focus, fuel your resilience, and create a life of purpose, possibility, and legacy. Whether you're navigating personal change, pursuing professional growth, or reimagining your community's future, this is your roadmap to turning dreams into reality.

What if the greatest tool for shaping your destiny isn't out there—it's already within you?

In **The Power of Visualisation**, Dr Shirley Zinn and Dr Augusta Dorning bring together a tapestry of extraordinary African voices who dared to imagine more. From overcoming personal tragedy and systemic barriers to breaking new ground in sport, business, healthcare, and social change, these contributors share how they turned mental pictures into measurable results.

More than inspiration, this is a practical guide to:

- Harnessing the science of visualisation for personal and professional success
- Using imagery to boost resilience, confidence, and creativity
- Building a personal brand and legacy with clarity and intention
- Applying real-life tools and exercises to transform vision into action

Packed with wisdom, hope, and actionable strategies, **The Power of Visualisation** shows that no matter where you begin, you can chart a future defined by purpose and possibility.

ABOUT THE AUTHORS...



Dr Augusta Dorning is a trailblazing healthcare leader with over four decades of experience across public, private, consultancy, and non-governmental sectors. She is the Managing Partner of Extraordinary Hospitals of Africa, driving hospital improvement initiatives across the continent. Formerly Africa Strategy Lead for the Lenmed Group and General Manager of South Africa's largest private hospital—the first woman to hold the role in its 120-year history—she has also been a pioneering figure in public service, becoming the first woman appointed as Director of Labour Relations, chairing the Education Labour Relations Council, and leading negotiations at the Health Sector Bargaining Council. Her leadership has earned her multiple accolades, including the 2020 One Hundred Most Impactful Global Leaders in Healthcare Award, the 2021 Most Influential Healthcare Businesswoman Award, and

the 2024 RMB Africa's Fearless Thinker Award. An accomplished academic and speaker, she has delivered over 30 conference papers, served on numerous panels, and published widely, including her book *The Case for Executive Coaching in Private Healthcare in South Africa*. Recognised as one of South Africa's most influential women in healthcare, she continues to inspire with her dedication to excellence, innovation, and empowerment.



Dr Shirley Zinn is a respected South African leader, celebrated for her contributions to education, leadership, transformation, and social justice. Beginning her career as a secondary school English teacher and later a university lecturer, she went on to hold senior executive roles, including Group Head of Human Resources at Woolworths Holdings and Head of HR at Standard Bank, Nedbank, SARS, and Reckitt (Africa & Middle East). She has served as an Extraordinary Professor at the University of Pretoria, Adjunct Professor at the University of Cape Town, and on multiple boards such as Sanlam, SpurCorp, and Spar Group. A Harvard graduate with a Doctorate in Education, she is also Chairperson of the V&A Waterfront and WESGRO, and the bestselling author of *Swimming Upstream*. She is an Independent Non-Executive Board Director: Sanlam, MTN (SA), VNA, Spur Corporation and Spar Group among

others. Recognised with numerous awards, including the 2024 Inspirational Leader award, Dr Zinn is a mentor to young women and an in-demand speaker at local and international events. Deeply committed to making a positive impact, she blends her professional expertise with her advocacy for dignity, equity, and opportunity. Her career exemplifies resilience, excellence, and the belief that education is a powerful force for personal and societal change.

MINDSET REALLY MATTERS What Choices Will you Make?

By Dave Van Der Merwe

Hardcopy: R329.00 incl vat • ISBN: 978-1-991272-51-5

E-version: R269.00 incl vat • eISBN: 978-1-991272-52-2

In ***Mindset Matters: What Choices Will you Make?***, Dave van der Merwe explores 25 shifts that leaders in the South African context can adopt to achieve extraordinary impact.

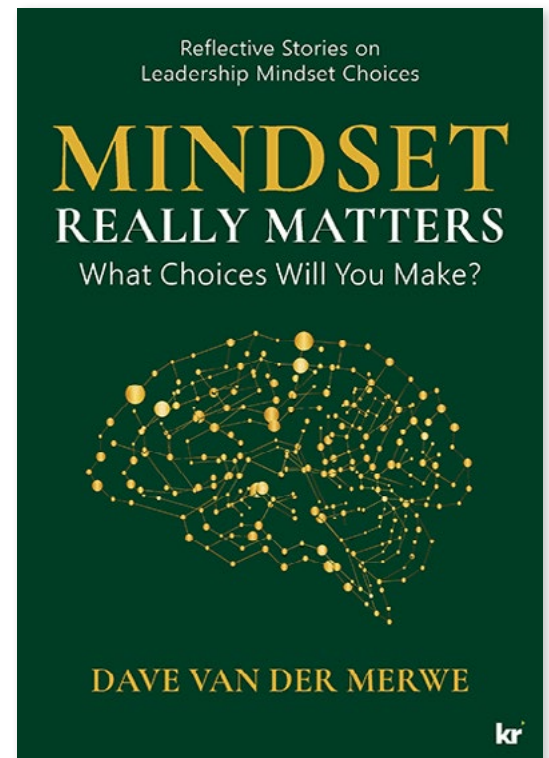
Mindset can be described as a perspective or attitude, yet at its core it is the daily choice of how we respond to life's challenges. Every moment offers the opportunity to react or to respond with intention. Because mindset shapes decisions and behaviours, it is a crucial leadership capability. The choices leaders make can profoundly influence not only their own path but also the lives of those around them.

Through case studies, stories, and practical tools, the author provides concrete steps to cultivate a positive mindset. These shifts can foster leadership that inspires others and unlocks their true potential. Among the shifts discussed are:

- From self-centred to human-centred
- From lack of appreciation to giving recognition
- From disconnection and misalignment to shared purpose
- From stifling talent to nurturing growth and potential
- From stagnation to curiosity, openness, and innovation

In a society where negativity and pessimism often prevail, leaders who adopt a growth mindset can make a meaningful difference in the organisations and communities they serve.

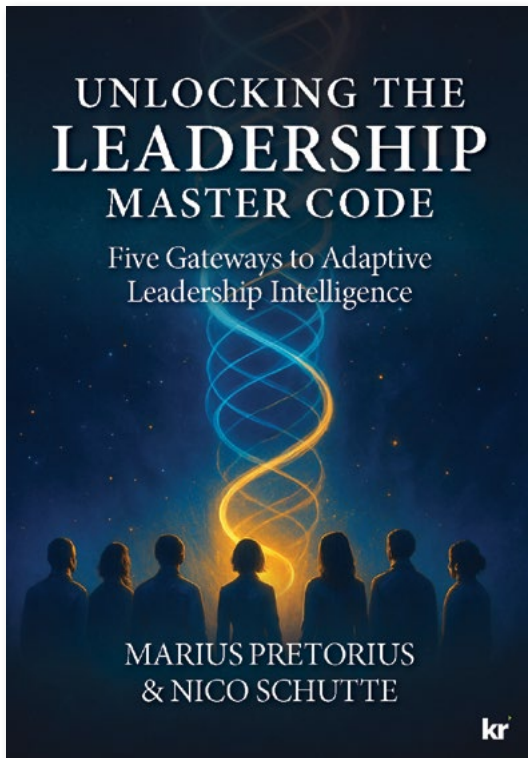
This book is a valuable guide for current and aspiring leaders in business, education, NGOs, and beyond.



ABOUT DAVE VAN DER MERWE...



Dave van der Merwe is a senior and seasoned management consultant where he focuses on leadership development, executive, and organisational effectiveness, M&A integration and business transformation. He has worked with senior leaders and executives around the world. As a Chartered Accountant, Dave served as Financial Director at various listed companies before he entered the management consulting arena. He has extensive experience, strong leadership skills, strategic thinking capacity, execution capability, and the ability to create insights by drawing on his diverse experience. He has a passion for unlocking value and has been influential in the turnaround of several businesses. Dave is also the self-published author of three fiction novels, under the name David Vander.



UNLOCKING THE LEADERSHIP MASTER CODE Five Gateways to Adaptive Leadership Intelligence

By Dr Marius Pretorius & Prof Nico Schutte

Hardcopy: R369.00 incl vat • ISBN: 978-1-991272-49-2

E-version: R332.00 incl vat • eISBN: 978-1-991272-50-8

In a world spinning with uncertainty, complexity, and systemic collapse, **Unlocking the Leadership Master Code** offers a bold roadmap for leadership transformation. Drawing on developmental psychology, integral theory, systems thinking, and decades of executive practice, Dr Marius Pretorius and Prof Nico Schutte present a groundbreaking algorithm for leadership emergence.

Anchored in the F.R.A.G.I.L.E. world framework and the five gateways of human emergence — Waking Up, Growing Up, Cleaning Up, Showing Up, and Linking Up — this book redefines what it means to lead in today's era. Leadership is no longer defined by authority or strategy; it is a developmental function, a capacity to lead with maturity, clarity, and coherence amid fragmentation and rapid change.

Unlocking the Leadership Master Code challenges conventional leadership thinking and introduces the Leadership Master Code®: a living, integrative architecture for conscious, adaptive, and regenerative leadership. It invites readers to move beyond performing leadership to truly embodying it, while cultivating Adaptive Leadership Intelligence (ALQ) to navigate complexity with confidence.

"In an age where the world no longer fits into old maps, this book offers a new compass."

Whether you are a leader navigating systemic transformation, a coach guiding inner change, an OD professional, an HR specialist, an L&D practitioner, a business school lecturer, or a university researcher, this book equips you with the mindset and capabilities needed for the future. It is an essential guide to stewarding not only organisations but consciousness itself.

ABOUT THE AUTHORS...



Dr Marius Pretorius and **Professor Nico Schutte** are pioneers in human and leadership development, each bringing decades of experience, academic depth, and soulful presence to their work.

Dr Marius Pretorius is a business psychologist with over 35 years of experience helping leaders and organisations navigate change, complexity, and culture. As the founder of TDCL, he equips leaders with the insight, tools, and mindset to unlock potential, foster inclusive teams, and lead with purpose, clarity, and impact.



Professor Nico Schutte is a developmental psychologist and thought leader with over 25 years in executive academic leadership. Holding two PhDs, he is recognised for his strategic influence in leadership competency design, policy development, and cultural transformation across sectors and continents.

Together, they are the co-founders of the Fortigenesis Centre for Human and Leadership Emergence and passionate advocates for regenerative leadership—enabling leaders to navigate complexity with coherence, courage and consciousness.

ORGANISATIONAL GROWTH AND SUSTAINABILITY

An Organisational Development and Change Approach

By Dr Rica Viljoen

Hardcopy: R399.00 incl vat • ISBN: 978-1-991272-27-0

E-version: R359.00 incl vat • eISBN: 978-1-991272-28-7

In an era of rapid disruption and global uncertainty, *Organisational Growth and Sustainability* by Dr Rica C. Viljoen delivers a bold and timely reframing of Organisational Development and Change (ODC). Drawing from over three decades of work across multiple continents and industries, this book presents a dynamic, context-sensitive framework that integrates theory, practice, and lived experience.

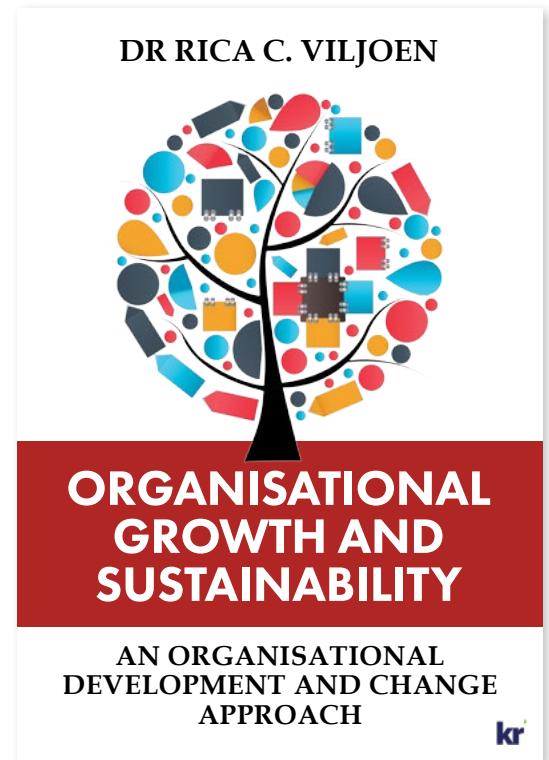
With deep roots in African philosophy, systems thinking, and Spiral Dynamics, the book guides readers through:

- The evolving role of leadership in complex systems
- Inclusivity as both a mindset and method for culture transformation
- Practical tools for diagnosis, design, and delivery of large-scale interventions
- Emotional intelligence and the emergence of the “Good Enough Manager”
- Real-world case studies in mining, healthcare, and post-merger integration
- A smorgasbord of tested interventions across individual, team, organisational and societal domains

This is more than a book—it’s a companion for those navigating the unpredictable future of work. Whether you’re an OD strategist, HR leader, coach, or academic, this work provides an inclusive, multi-dimensional blueprint for enabling change that lasts.

Contributors to *Organisational Growth and Sustainability* include:

- | | |
|-------------------------------------|--------------------------|
| • Chrisna Ashforth | • Dr Calum McComb |
| • Alice Prazeres Pereira Coelho | • Aaron J. Nurick, Ph.D. |
| • Helga Coetzer | • Teaching in 2019. |
| • Giselle Courtney | • Ansie Prinsloo |
| • Dr Ajay Jivan | • Lynne Rutherford |
| • Mark Klinkert, CA and MD More Cor | • Bedelia Theunissen |
| • Dr Anna-Rosa le Roux | • Ruan Viljoen |



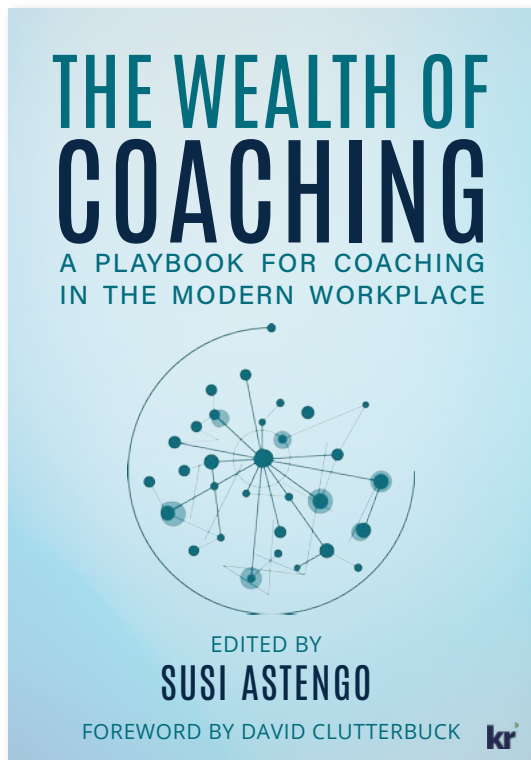
ABOUT DR RICA C VILJOEN...



Dr Rica C Viljoen is a Master Organisational Development and Change (ODC) practitioner with over 20 years' experience in various sectors such as mining, banking and healthcare, in over 40 countries. Mostly, this work resulted in partnering with strategic human resources and executive teams in formulating strategy, consulting on culture and integral talent and facilitation of individual and group coaching sessions.

Over the years I have been blessed to be considered as an international thought leader and to function internationally on executive and strategic level in the field of inclusivity, culture, diversity and leadership. Further, I was fortunate to enable strategy and values formation on executive level, and facilitate the translation and implementation throughout the systems in which I functioned. I believe that I can connect very well with employees on all levels in the organisation

Using my behavioural scholar-, scientific and practitioner approach, it gives me great satisfaction to lead, co-design and facilitate projects that ensure that the human capacity in the system is optimised for organisational sustainability. In a published case, where the approach of inclusivity as per my approach was followed, the union did not strike for a day when the national union called for it; resulted in the offset of the Learning and Development budget of a year. In another case, leadership capacity grew (as measured by the BarOn EQi) under Covid situations, where theoretically the capacity had to be completed, resulted in record production targets.



THE WEALTH OF COACHING

A playbook for Coaching in the Modern Workplace

Edited by Susi Astengo

Foreword by David Clutterbuck

Hardcopy: R359.00 incl vat • ISBN: 978-1-991272-39-3

E-version: R332.00 incl vat • eISBN: 978-1-991272-40-9

Coaching has come a long way—from exclusive executive privilege to a cornerstone of modern talent development. But in an era defined by rapid change, complexity, and digital disruption, how do we ensure coaching remains human, impactful, and fit for the future?

The Wealth of Coaching is a timely and practical guide that brings together a dynamic collection of voices—coaches, psychologists, leadership experts, and tech innovators—to explore what coaching really looks like in today's working world.

Curated by award-winning coaching strategist Susi Astengo, the book tackles the big questions:

- How do you build a sustainable, organisation-wide coaching culture?
- What is the real difference between coaching and therapy—and why does it matter?
- How can tools like the Enneagram, neuroscience, and even AI enrich the coaching experience?
- What does maturity look like in a coach—and how do we measure it?

Whether you're an HR leader, coach, learning and development practitioner, or business decision-maker, this book offers clarity, insight, and actionable strategies. Drawing on two decades of real-world experience, *The Wealth of Coaching* positions coaching not just as a development tool—but as a strategic lever for better business, better leadership, and better human connection.

If you're ready to move from ad hoc coaching to embedded, measurable impact—this book is your essential resource.

Curated by award-winning coach and businesswoman Susi Astengo, this playbook brings together leading voices in the coaching field to explore what's changing, what still works, and what lies ahead. With contributions from coaching pioneers such as Prof David Clutterbuck, Dan Newby, Sam Isaacson, and a range of experienced practitioners including Dr Neville Goldin, Lily Breuning-Ellis, Vandena Daya, Brad Shorkend, Marcel Brunel, Savnola Goldridge, Karen Grant, Sam Isaacson, Shelley Lewin, Dan Newby, Dr Ashika Pillay, Liza Stead and Tessa Whyatt, this book is both a reference and a reflection of a profession coming into its own.

ABOUT SUSI ASTENGO...



Susi Astengo has been the Managing Director of CoachMatching for the past 17 years, having established the business in 2008 after seven months of market research into the South African Coaching Industry. During her time as MD, she has received numerous awards, including Business Women of the Year, in the entrepreneurial category (2016) and an Africa Tech highly commended award for her contribution as a woman in technology (2024). She has built a team of 50 plus coaches locally and CoachMatching has an enviable long-standing and loyal client base. Commercially astute and technologically savvy, she has always focussed on delivering a blend of thought leadership, innovative products, and services that meet the current and future marketplace demands.

CoachMatching represents her personal values of Integrity and Partnership, and it is these two qualities that drive the organisational culture and create long standing relationships with her clients.

She spent a brief time with Deloitte when she arrived in South Africa in 2003 and prior to that she was an international management consultant based in London for over 10 years.

Susi is a single mother of a 20-year-old son, whom she raised whilst building the business and also a cancer survivor, having been diagnosed in 2020 in the midst of COVID.

Susi has published articles in *The Business Day* as a guest contributor, and has spoken at many conferences over the years. She was educated in the UK and holds a Masters in Human Resource Management.

FINDING YOUR ROAR (RE)Discover Your Purpose, Passion and Calling

By Niël Steinmann

Hardcopy: R229.00 incl vat • ISBN: 978-1-991272-37-9

E-version: R206.00 incl vat • eISBN: 978-1-991272-38-6

A lion's ROAR is unmistakable. No other creature can imitate that ROAR in the animal kingdom. A lion's ROAR is a bold announcement of an untameable spirit. It is a proclamation, an announcement that says "I am here, I am the king and this is my territory".

Do you know that you have a "ROAR"? We have been created with a purpose for a purpose. In our world today, many of us have lost our ROAR. We move through life muted, unsure of who we are and what we were meant to do.

But our ROAR is still within us, waiting to be discovered, nurtured, and released. It is our unique purpose, the core of our being, and the source of our greatest impact. Finding your ROAR is about more than success or recognition; it is about living authentically, powerfully, and purposefully.

This book is a journey to rediscover that ROAR. Together, we will explore how to identify your unique voice, embrace your identity, and step into your purpose with courage and conviction. Because when you find your ROAR, you don't just make noise—you change the world. You are not just heard, you are also felt by others.

Just like the lion, a ROAR is a proclamation and announcement. It is a statement of an unamiable spirit. The ROAR of a lion is not heard. It is felt deep in your soul. Imagine we could be as confident and bold as a lion, proclaiming our territory. Ensuring that our voice is heard and felt.

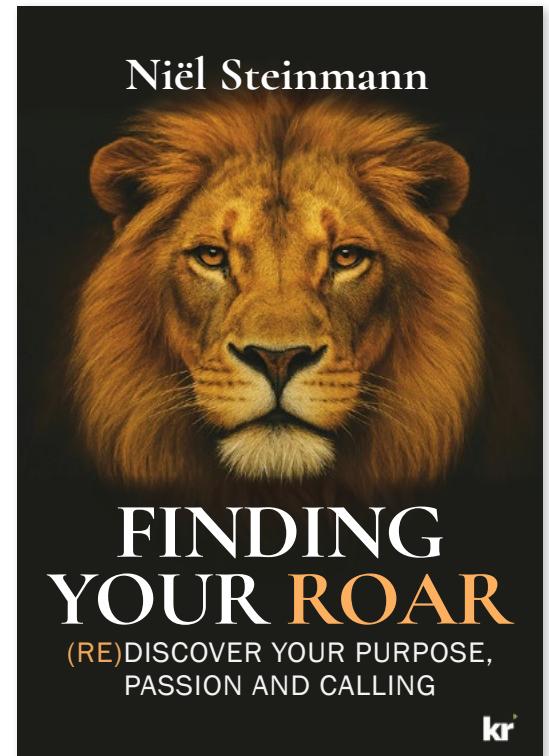
The process that Niël will guide you through in discovering or rediscovering your purpose is built on his strong belief in God as the only starting point of our lives, as proof he cites the bible verse: 1 Peter 4:10 – "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."

Through personal stories, thought-provoking reflections, and actionable insights, this book will help you:

- Clarify your purpose and align your life with what truly matters
- Identify your strengths, talents, and gifts—and use them with confidence
- Cultivate resilience to face life's challenges with courage
- Strengthen relationships and connections that uplift and empower you
- Live with passion and authenticity, leaving a lasting impact

So, take a deep breath. The journey begins now. It's time to find your ROAR, to be heard and to be felt!

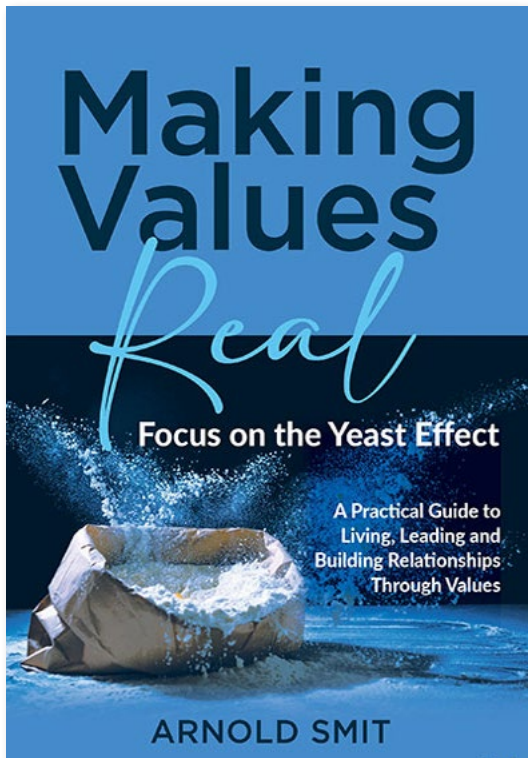
Finding your ROAR is a beautiful metaphor.



ABOUT NIËL STEINMANN...



Niël Steinmann is an internationally recognised business consultant and registered Industrial and Organisational Psychologist. He has invested over 25 years studying mentoring, coaching and leadership development. In 1999, he founded People's Dynamic Development, a management consultancy that utilises African analogies to develop people and organisations to increase their performance capacity significantly. Niël is the author of *Fundamentals for effective mentoring: Raising giant killers* and *Crucial Mentoring Conversations* which received international recognition and endorsements from prominent and renowned leadership consultant Dr Ken Blanchard. Over the last 25 years, Niël guided leading organisations in various industries, such as banking, mining, pharmaceuticals, FMCG, ICT, manufacturing and professional services. That includes companies such as: FNB, Investec, De Beers, Kumba Resources, AstraZeneca, University of Pretoria, McCain Foods, BMW, Sasol, SAB and many more.



MAKING VALUES REAL

Focus on the Yeast Effect

A Practical Guide to Living, Leading and Building Relationships Through Values

By Arnold Smit

Hardcopy: R359.00 incl vat • ISBN: 978-1-991272-25-6

E-version: R323.00 incl vat • eISBN: 978-1-991272-26-3

In a world of competing priorities and ethical dilemmas, how can we truly live by our values? Making Values Real is a transformative guide that bridges the gap between aspiration and action, offering practical insights into integrating values into our personal lives, relationships, workplaces, and society.

Like yeast in baking, values have the power to shape, sustain, and elevate our experiences—if we actively work them into our daily decisions and interactions. Drawing from years of experience in values-based teaching and leadership, this book provides the tools to navigate values conflicts, foster moral agency, and create a culture of integrity. Whether you're a leader, professional, educator, or simply someone seeking to align your life with your values, this book empowers you to make values a living force in every aspect of your world.

Are you ready to be the baker who brings real, lasting change?

This book is written at a time when there seems to be a hunger for making values real in the world. Due to multiple crises, we need to stand together and yet we are pulled or driven apart by competing ideologies and shallow solutions. We

experience the impact of climate change, we pity the plight of migrants, we abhor the cruel impact of war on ordinary citizens, and we have come to distrust those in power whose only priority seems to be their own interests. The author's hope is that a rediscovery of the practical value of values will help us to embrace our common humanity, nourish our relationships, and help us work through our problems. We need more "bakers" in more places, working the yeast of values into the conversations, decisions, strategies and actions that may keep the dream of a better world alive.

Dr Arnold Smit's passion for ethical leadership and values is truly inspiring. This book, Making Values Real brings this passion to life, offering pragmatic insights, real-life examples, and tools to help leaders navigate ethical dilemmas with confidence. His work and focus on actionable strategies align with UONGOZI Institute's mission — to inspire and equip leaders with the tools for inclusive and sustainable leadership. It is an essential resource for any leader committed to making values a guiding force in their decisions and actions. — **Emmanuel Tessua, Acting Director of Executive Education, UONGOZI Institute, Tanzania**

ABOUT ARNOLD SMIT...



Arnold Smit is an extraordinary associate professor at Stellenbosch Business School and an associate professor in Management and Leadership at the IEDC-Bled School of Management in Slovenia. He is also the owner of WisePraxis (Pty) Ltd. His main interest is in the intersection of leadership, values and ethics, sustainability, and governance in organisations. Apart from teaching on these subjects in academic and corporate education programmes, he also facilitates organisational values workshops and integration processes. His conference presentations and publications include works on responsible leadership, values integration, corporate sustainability and responsibility, and multi-stakeholder process facilitation. In addition to other qualifications, he holds an Honours in Philosophy, a MPhil in Applied Ethics, and a Doctorate in Theology from Stellenbosch University. His career experience includes parish ministry, human resources management, management consulting, and management education. He also serves as a non-executive director of The Ethics Institute, a trustee of SEED Educational Trust, a member of the Globethics Pool of Experts, and as a fellow of the School for Social Innovation at Hugenote College.

EXECUTIVE FUTURES: A QUEST FOR QUANTUM CURRICULUM

The mindsets, the methods and the madness of becoming a 21st century executive

By Dr Morne Mostert

Hardcopy: R399.00 incl vat • ISBN: 978-1-991272-17-1

E-version: R359.00 incl vat • eISBN: 978-1-991272-18-8

In this pivotal new book, Dr Morne Mostert synthesises ground-breaking insights from systemic leadership learning, quantum theory, and complex systems science to redefine executive education and strategic foresight. *"Executive Futures: A Quest for Quantum Curriculum"* is more than a book; it's an essential guide through the labyrinth of contemporary business challenges and educational paradigms, offering new pathways for navigating the complex realities of today's global landscape.

As we stand at the precipice of unparalleled change, the old models of executive development are rapidly becoming obsolete. The new science of complexity and systems thinking provides a fresh lens through which we can reinterpret and enhance the roles of leaders and their organisations. With his extensive experience on the global stage, including his role as a Commissioner on the National Planning Commission, Mostert argues for a profound transformation in how we think about and engage with our educational systems and leadership practices.

This book invites readers to break free from traditional confines and explore the quantum curriculum, a dynamic new approach to learning and leadership that leverages chaos, embraces complexity, and fosters profound systemic change. By reading this book, you will discover how to:

- Integrate systems thinking with leadership development, empowering you to become a more adaptive and insightful leader who can navigate complexities with confidence.
- Transform executive decision-making and organisational change with the principles of quantum theory, offering new perspectives on innovation and strategic thinking.
- Manage and thrive in the chaotic landscapes of modern business environments, helping you to move with certainty and grace.
- Structure organisations that are not only robust but also flexible and responsive to rapid changes, ensuring long-term sustainability.
- Use the inherent unpredictability of business ecosystems to drive innovation and strategic success, embracing chaos and change as pathways to transformation.

"I just love this book. We understand the emerging future with new eyes: we see the changes he describes. As he concludes his book with detailing the Appreciative Disruption Framework - we change the world without becoming neurotic." *Prof Sohail Inayatullah, UNESCO Chair in Futures Studies*

"An ambitious quantum leap towards a new business school education in our world of complexity, in need of futures resilience. Executives can enhance their learning capacities and systems-oriented competitiveness through this inspirational call for business excellence." *Sirkka Heinonen, Professor in Futures Studies at Finland Futures Research Centre, University of Turku*

"Mostert makes another great leap forward on the integration of Systems Thinking, Futures Thinking and Executive Education." *Prof John Pourdehnad, IESE Business School, Barcelona. Former associate director of the Ackoff Center for Advancement of Systems Approaches, University of Pennsylvania USA.*

ABOUT MORNE MOSTERT...



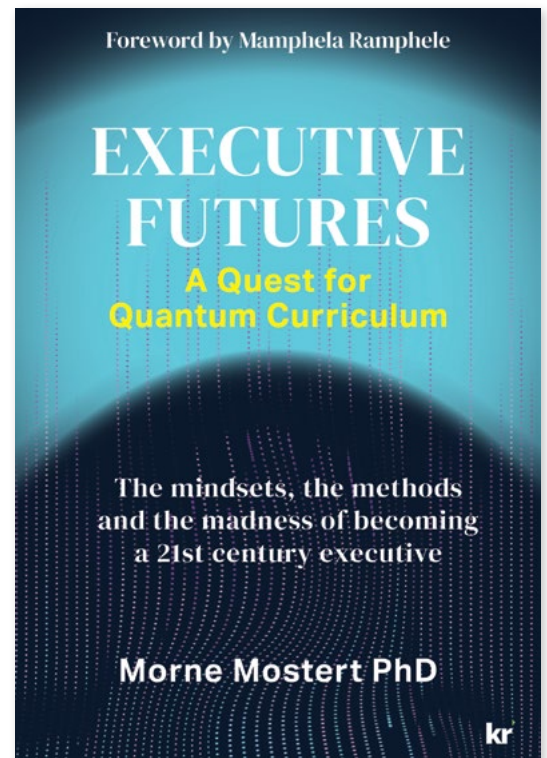
Dr Morne Mostert is an international advisor on strategic foresight and executive decision-making, having had assignments in Geneva, Paris, London, Rome, Barcelona, Madrid, Melbourne, Baku, Tokyo and several other economic hubs across Africa and the Middle East.

He was appointed by President Cyril Ramaphosa as Commissioner on the National Planning Commission, where he serves as an advisor on Economic futures, Internationalisation and Climate Change. He is a member of the renowned international think tank, the Club of Rome.

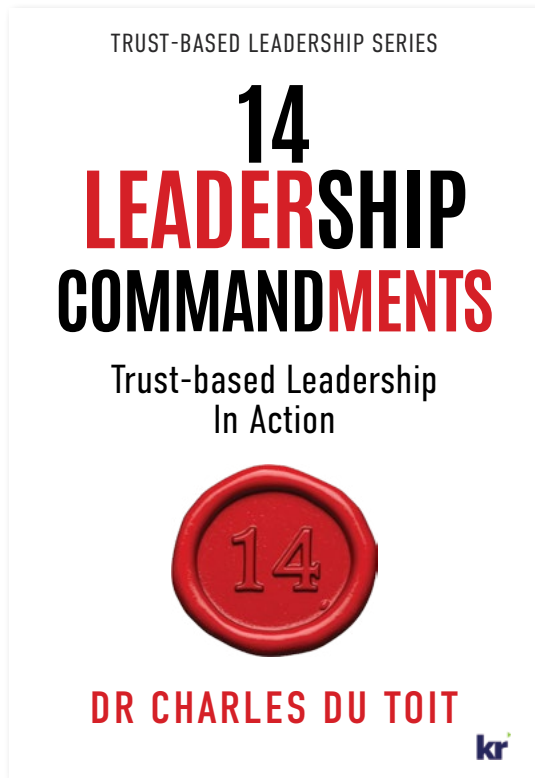
His multi-award-winning thought leadership has been published internationally and he is a regular contributor to the business media on longer-term policy and strategy.

Mostert was a member of the International Labour Organisation (ILO) international panel of experts on the Future of Work, was Director of the Institute for Futures Research and served on the board of the Bureau for Economic Research.

With a PhD in Technology and Innovation, Mostert is also the inventor of the Mindset Index, a world-first in the scientific assessment of strategic mindsets.



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14 LEADERSHIP COMMANDMENTS

Trust-based Leadership in Action

By Dr Charles Du Toit

Hardcopy: R359.00 incl vat • ISBN: 978-1-991272-23-2

E-version: R323.00 incl vat • eISBN: 978-1-991272-24-9

In 14 Leadership Commandments: Trust-Based Leadership in Action, Dr. Charles Du Toit distills over three decades of experience in leadership, HR, and conflict management into 14 transformative principles designed to guide leaders through pivotal moments that define their influence and success.

Drawing from real-life scenarios, case studies, and years of coaching thousands of leaders across industries, Dr. Du Toit emphasises that leadership is not just about results—it's about relationships built on trust. Each chapter offers practical tools and exercises, helping leaders:

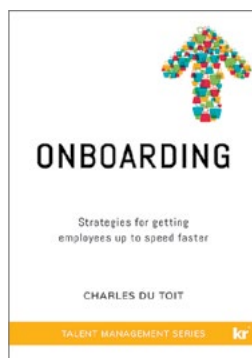
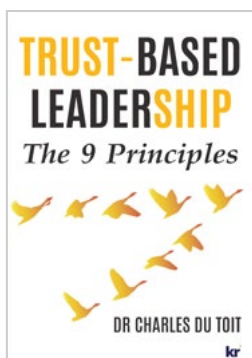
- Recognise and respond effectively to "leadership moments."
- Build trust and strengthen connections within their teams.
- Navigate challenges with empathy, courage, and consistency.

Whether you're a new supervisor or a seasoned executive, this book provides actionable insights to elevate your leadership journey. Discover how to cultivate a culture where trust thrives, teams flourish, and organisational goals are achieved with integrity.

14 Leadership Commandments is more than a book—it's your go-to guide for mastering trust-based leadership in today's ever-evolving business landscape.

Leadership trust creates the stable foundation for employees and their organizations to flex, adapt, and thrive in times of continuous change. The behaviors that build trust, are the very behaviors that manage change. Trust building help teams step into ambiguity, stay committed to managing the unknown with confidence, and embrace change as an opportunity to learn, grow, and do great work together. — **Centre for Creative Leadership (CCL)**

MORE FROM DR CHARLES DU TOIT...



Dr Charles Du Toit achieved a PHD in leadership from the University of Johannesburg in 2014 and "The role of HR in creating a leadership brand" has defined his current mission. Charles spent 14 years at VWSA in various IR, HR and training leadership roles. He also served as the HR Director at Eveready (PTY) Ltd for 15 years and HR Executive at MA Automotive for a year. He now leads his own consultancy, Dr Charles Du Toit and Associates, which focuses on Leadership, Business, Human Resources and Conflict Management – coaching, teaching and facilitating both academic and corporate clients.

REVEALING THE CORPORATE SOUL

By Johann Coetzee

Hardcopy: R359.00 incl vat • ISBN: 978-1-991272-21-8

E-version: R323.00 incl vat • eISBN: 978-1-991272-22-5

The soul is probably best described as the fifth chamber of the heart. This is that sacred place where character prevails and from where conduct is directed.

Most organisations publicly state their moral intent by virtue of visions, missions, values, code of conduct, ethos definitions, credos, standards and commitments. These semantics are best described as the Corporate Commandments that should guide the behaviour of everybody within the organisation. In fact, it is the stated corporate religion and the essence of corporate being.

Revealing the CORPORATE SOUL describes the consistency with which these characteristics and behaviours manifest and the reasons that serious gaps so often exist between stated intent and actual behaviour displayed.

People behave, and it is the nature of such behaviour, and the motivation behind it, that ultimately makes up the corporate character and its experienced reputation. We do not have bad experiences with an organisation; it is the relationship with an employee of that institution that converts into either pleasure or disappointment. But, we tend to call the place bad and not the person, because in the first place, the organisation employed such questionable people.

Leaders and their leadership directly influence and define organisation behaviour, corporate character, and institutional culture. These dimensions then determine the Corporate Soul – The Corporate Religion, what people believe and how they behave. Here you enter the sacred fifth chamber of the heart!

This book is unconventional in design, but authentic in content. Johann Coetzee worked as a consultant, psychologist, professor and executive coach for forty years, assembling information and material which is being unconventionally presented here. There are no references, theories, or academic stuff incorporated – only first-hand experiences and pertinent anecdotes, as entertaining as it is confrontative.



ABOUT JOHANN COETZEE...



Johann Coetzee practiced as an Industrial and Organisation Psychologist, focussing on organisation renewal, executive wellbeing (counselling and coaching), aviation psychology and as Professor at a number of Business Schools.

Apart from life-long studies in the applied behavioural sciences, he added further specialisations after three doctorates in Ethics, Philosophy and Forensic Medicine.



BREAKING THE CYCLE OF WORKPLACE BULLYING **Helping Organisations and Individuals Eradicate This Pandemic**

By Mabore Sithole

Hardcopy: R239.00 incl vat • ISBN: 978-1-991272-17-1

E-version: R215.00 incl vat • eISBN: 978-1-991272-20-1

Despite years of investment in workplace bullying awareness and training, many organisations continue to see little change. In fact, troublingly, the numbers of reported bullying incidents are escalating rather than diminishing.

Breaking the Cycle of Workplace Bullying takes you deep into the hidden corners of workplace toxicity, unveiling the subtle and overt forms of bullying that destroy morale, erode confidence, and stifle organizational growth. Through personal stories and real-life case studies, Mabore Sithole exposes the full spectrum of bullying—from relational and verbal attacks to the silent damage of institutional toxicity—demonstrating how these behaviours ripple through workplaces, impacting individuals and cultures alike.

What makes this book truly powerful is its fresh, proactive, and non-punitive approach. Rather than resorting to harsh penalties, Mabore advocates for addressing bullying at its roots. She shows how fostering emotional intelligence, cultivating empathy, and holding leaders accountable can transform even the most toxic environments into spaces of psychological safety and inclusion. This is not just about protecting victims—it's about rehabilitating bullies, reshaping culture, and building workplaces where everyone feels valued.

With practical guidance, real-world examples, and actionable strategies, Breaking the Cycle of Workplace Bullying equips leaders, HR professionals, and employees with the tools to spot toxic behaviours early, intervene effectively, and drive lasting cultural change. More than just a guide to addressing bullying, this book is your blueprint for creating a thriving workplace where respect, dignity, and growth are at the forefront.

ABOUT MABORE SITHOLE...



Mabore Sithole is a champion for workplace transformation, with over 25 years of experience in Human Resources. Her personal journey overcoming workplace bullying fuels her passion for change, making Breaking the Cycle of Workplace Bully not just a book, but a mission. Through this book, she offers real, actionable solutions to combat bullying and harassment. A sought-after international speaker and facilitator, Mabore's message of resilience and transformation inspires organizations to build inclusive, thriving environments where everyone can rise to their full potential.

YOUR LEADERSHIP FOOTPRINT - UPDATED EDITION**How will you be remembered?***By Dave van der Merwe**Hardcopy: R349.00 incl vat • ISBN: 978-1-99127-23-55**E-version: R314.00 incl vat • eISBN: 978-1-99127-23-62*

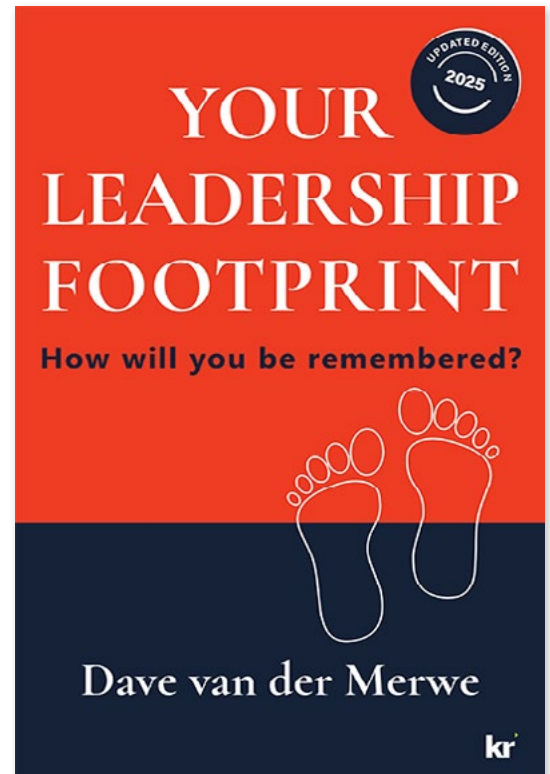
In a rapidly evolving world filled with complexity—from AI advancements to shifting work models—leadership fundamentals remain constant. Your Leadership Footprint Updated Edition, is a powerful guide designed to help leaders navigate change, build resilience, and unlock human potential.

Structured around thought-provoking questions, this practical handbook challenges you to assess your leadership style, make strategic choices, and drive meaningful execution. Covering key themes such as self-awareness, talent development, stakeholder relationships, and value creation, it offers actionable insights to enhance your leadership impact.

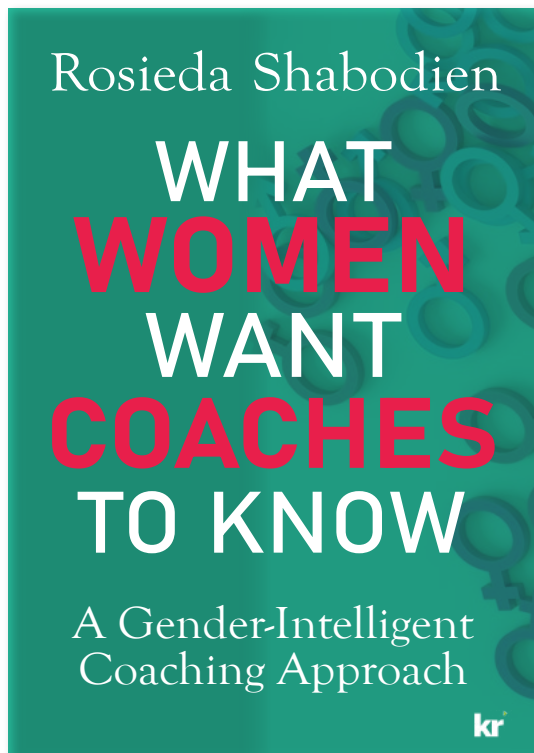
More than just a book—Your Leadership Footprint Updated Edition is an experiential journey. Take control of your leadership growth and shape a future where both you and your organisation thrive.

This insightful book will cover amongst others:

- How to be purpose-led in life and work
- Living a balanced life with integrity
- Being aware of your leadership style
- How to build leadership fitness
- Understand where and what to focus on as a leader
- Develop resilience
- Leading through a crisis
- Allow courageous conversations that challenge the status quo
- Driving team effectiveness
- Unlock the potential of people
- Building others up and making community a better place
- Making sound strategic choices
- Driving effective execution
- Focus on the right things and do them well
- Being deliberate, intentional and taking action

**ABOUT DAVE VAN DER MERWE...**

Dave van der Merwe is a senior and seasoned management consultant where he focuses on leadership development, executive, and organisational effectiveness, M&A integration and business transformation. He has worked with senior leaders and executives around the world. As a Chartered Accountant, Dave served as Financial Director at various listed companies before he entered the management consulting arena. He has extensive experience, strong leadership skills, strategic thinking capacity, execution capability, and the ability to create insights by drawing on his diverse experience. He has a passion for unlocking value and has been influential in the turnaround of several businesses. Dave is also the self-published author of three fiction novels, under the name David Vander.



WHAT WOMEN WANT COACHES TO KNOW A Gender-Intelligent Coaching Approach

By Rosieda Shabodien

Hardcopy: R329.00 incl vat • ISBN: 978-1-991272-13-3

E-version: R296.00 incl vat • eISBN: 978-1-991272-14-0

What Women Want Coaches to Know: A Gender-Intelligent Coaching Approach aims to expand the coaching discourse, focusing on fostering gender transformation and women's empowerment. Through six insightful chapters, it emphasises adopting a gender-intelligent and women-specific coaching approach.

Key Themes and Chapters:

1. **Patriarchy and Gender Bias:** The first chapter explores the pervasive nature of patriarchy and its impact on working women. It uses metaphors to convey the widespread effects of sexism, emphasizing the need for a gender-intelligent coaching approach.
2. **Diversity, Equality, and Inclusion in Coaching:** This chapter examines the current state of the coaching profession, questioning whether it adequately addresses issues of diversity, equality, and inclusion, and considers its stance on patriarchy and gender dynamics.
3. **Developing a Gender-Intelligent Coaching Approach:** Chapter three delves into the conceptualization and evolution of the gender-intelligent coaching approach, stressing the importance of defining coaching frameworks, models, and tools.
4. **The W-O-M-A-N Coaching Model:** This chapter details the creation of the W-O-M-A-N coaching model, including "Dear Coach" letters that enhance women's engagement and provide guideposts for navigating this model.
5. **Theoretical Underpinnings of Gender-Intelligent Coaching:** Chapter five summarizes the theoretical foundations that support the gender-intelligent coaching framework, explaining how these theories shape gendered coaching interventions.
6. **Future of Coaching:** The final chapter looks ahead, emphasizing the importance of adopting a gender-intelligent coaching approach to foster a more inclusive and equitable world.

What Women Want Coaches to Know: A Gender-Intelligent Coaching Approach aims to inspire coaches to adopt practices that not only enhance women's leadership skills but also help them navigate systemic gender biases. Rosieda's journey from dealing with imposter syndrome to becoming an advocate for gender-intelligent coaching highlights the transformative potential of this approach in creating a globally equitable coaching profession.

WHAT THEY SAY ABOUT THIS BOOK

"Rosieda's book, *What Women Want Coaches to Know: The Gender-Intelligent Coaching Approach*," breaks new ground in offering a fresh perspective on gender-aware transformational coaching." *Dr Dumisani Magadla, Executive Coach (PCC) and Author of best-selling book "Ubuntu Coaching and Connection Practices for Leader Managers"*

"Women-centred coaching paves the way for reflection, growth, career advancement, and personal fulfilment. It fosters a sense of community, empathy, trust, belonging, connectedness and understanding. I salute the author for her bold leadership and courage." *Dr Shirley Zinn, Chair and Independent Non-Executive Board Director: Sanlam, MTN (SA), VNA, Spur Corporation and Spar Group*

ABOUT ROSIEDA SHABODIEN...



Rosieda Shabodien is a dedicated South African advocate for human rights and women's empowerment. Born during apartheid in Cape Town's Cape Flats, her early life experiences inspired her lifelong commitment to societal transformation and justice. She began her activism at fourteen, eventually playing a pivotal role in developing gender equality legislation in South Africa. Rosieda's professional journey includes leadership in various human rights and women's advocacy organisations. She has embraced coaching as a tool for empowerment, obtaining a Master's in Management Coaching from Stellenbosch University and other qualifications in coaching excellence. Her gender-intelligent coaching approach helps individuals, particularly women leaders, overcome biases and lead authentically.

Her innovative coaching has driven significant transformations across NPOs, academia, and social entrepreneurship for over 15 years. *What Women Want Coaches to Know: The Gender-Intelligent Coaching Approach*, was inspired by Toni Morrison's encouragement to create unwritten stories.

CRISIS MANAGEMENT IN SPORT

Dealing with Challenges on and off the Field

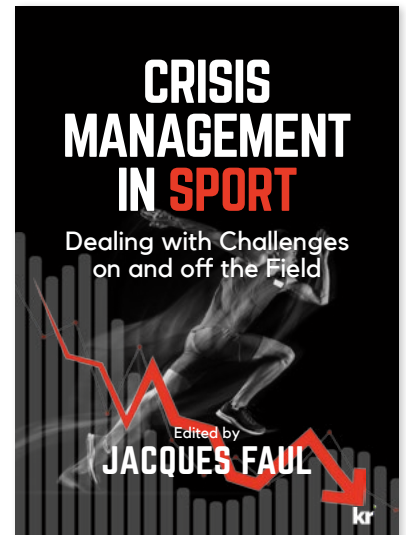
Edited by Dr Jacques Faul

Hardcopy: R359.00 incl vat • ISBN: 978-1-991272-09-6

E-version: R323.00 incl vat • eISBN: 978-1-991272-10-2

Embark on a transformative journey through South African sport with *Crisis Management in Sport: Dealing with Challenges On and Off the Field*, a comprehensive guide to crisis management. The foreword by Dr Ali Bacher emphasises the importance of this addition to the sports management knowledge landscape, citing his personal experiences managing national and international sports.

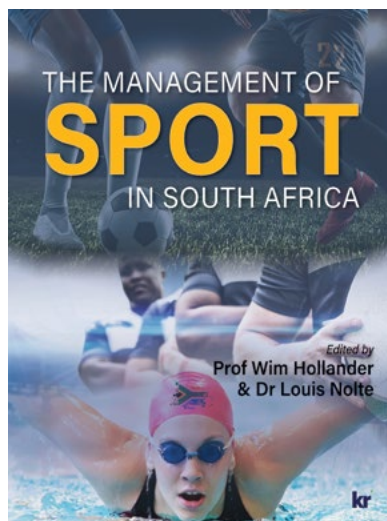
Crisis Management in Sport: Dealing with Challenges On and Off the Field, curated by Professor Jacques Faul, offers a diverse array of chapters contributed by seasoned professionals in the sports industry. From Jacques Faul's own experiences in managing crises to insights on crisis communication, governance, compliance, mental wellness, legal considerations, and racism in sports, each chapter provides a unique perspective.



ABOUT DR JACQUES FAUL...



Professor Jacques Faul is a respected cricket administrator with 20 years of CEO experience. Known for turnaround strategies, he has consulted for the ICC and specializes in stakeholder management, law, and sporting events. A trained mediator, he founded the Centre for Alternative Dispute Resolution in Sport and co-founded CEOs in Sport. Prof Faul began his career as CEO of Northwest Cricket in 2003 and served as acting CEO of Cricket South Africa in 2012 and 2020. Since 2013, he has led Titans Cricket, establishing it as a top franchise. An Associate Professor at Northwest University Business School, he holds a PhD, MBA, and LL.M.



THE MANAGEMENT OF SPORT IN SOUTH AFRICA

Edited by Prof Wim Hollander & Louis Nolte

Hardcopy: R550.00 incl vat • ISBN: 978-1-86922-976-4

E-version: R450.00 incl vat • eISBN: 978-1-86922-977-1

The Management of Sport is a groundbreaking book written by multiple practitioners and academics experienced in managing sport in South Africa. The book offers theoretical and practical perspectives on managing diverse sport environments within the South African context.

- Part I: Managerial Context of Sport
- Part II: Management of Sport and Human Resource Practices
- Part III: Contemporary Issues and The Management of Sport

The book provides valuable insights for sport managers seeking to navigate the unique challenges of the South African sports industry.

The target audience includes prospective academics, students, stakeholders, sport commentators, and sports management professionals.

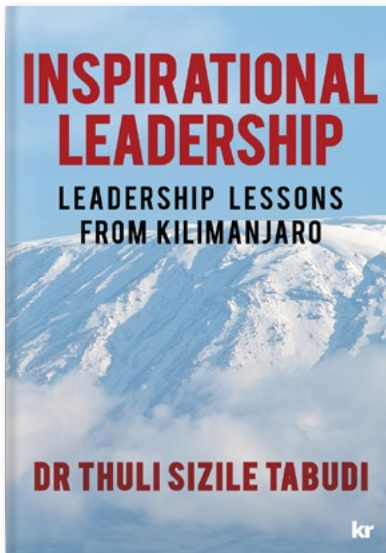
ABOUT THE EDITORS...



Prof Wim Hollander is an emeritus professor in Sport Management at the University of Johannesburg, with a 40-year academic career at RAU and UJ. He holds a BSc, PGTD, BEd Hons, MEd, and two doctorates — a DEd in Education and a DCom in Sport Management.



Dr Louis Nolte holds degrees in Psychology, Human Movement Sciences, and Sport Science, including a DPhil in Sport Management. He recently completed a Postgraduate Certificate in Academic Practice, highlighting his dedication to continuous learning. His research focuses on sports, with studies on the Commonwealth Youth Games and Netball South Africa.



INSPIRATIONAL LEADERSHIP • Leadership Lessons from Kilimanjaro

By Dr Thuli Sizile Tabudi

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-999-3

E-version: R296.00 incl vat • eISBN: 978-1-99127-200-3

Embark on a transformational journey through the pages of *"Inspirational Leadership: Leadership Lessons from Kilimanjaro."* Discover practical wisdom that will empower you to become the best leader you can be, no matter the challenges life throws your way.

In a world inundated with leadership theories and lofty principles, where can you find genuine, practical leadership lessons that truly resonate with your life journey? Thuli Tabudi invites you on an awe-inspiring expedition to the heart of leadership in her book, *"Inspirational Leadership: Leadership Lessons from Kilimanjaro."* This book serves as a testament that quality and profound insights can be found in the most unexpected places. Thuli's transformative journey through Kilimanjaro teaches us that the answers to our leadership dilemmas may be closer than we think.

This book is a heartfelt thank-you to Kilimanjaro and Africa for revealing the true essence of leadership. Thuli's experience is a testament that effective leadership doesn't require a globe-spanning quest—it's waiting for you to experience right where you are. In a way, this book encourages one to start by looking at what is around them before venturing outside to look for solutions without checking on what is already in their backyard.

ABOUT DR THULI SIZILE TABUDI...



Dr Thuli Sizile Tabudi is the Group Human Resources Executive for the SPAR Group Ltd, with a rich background in human resources, change management, organisational development, and leadership. Her academic journey includes a PhD from the University of Johannesburg, and her expertise extends to various blue-chip organisations. Dr Tabudi's experiences and insights are bound to inspire you on your own leadership expedition.

LEADERSHIP INTERRUPTED • The Pause that Changed Everything

By Mark Holtshousen

Hardcopy: R159.00 incl vat • ISBN: 978-1-86922-995-5

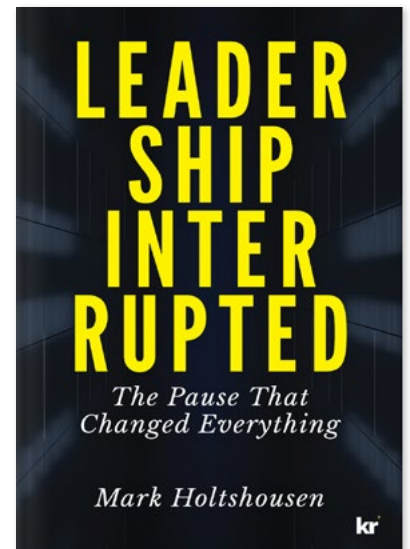
E-version: R143.00 incl vat • eISBN: 978-1-86922-996-2

In the wake of a global pandemic, leaders worldwide have been facing unprecedented challenges and transitions. Yet, the experience of these leaders goes beyond the ordinary. It's a profound journey that often remains hidden in the shadows—a journey of isolation, uncertainty, and transformation.

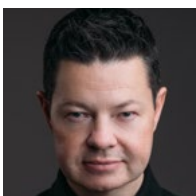
In *Leadership Interrupted: The Pause that Changed Everything*, the author delves into the depths of leadership in an era marked by what some describe as a "polycrisis." Drawing upon his extensive experience as an executive coach, Mark sheds light on the unspoken realities that leaders grapple with but rarely share. This book is divided into three parts:

- Part 1: Framing the Situation
- Part 2: The Necessary Process
- Part 3: Resourceful Guidance

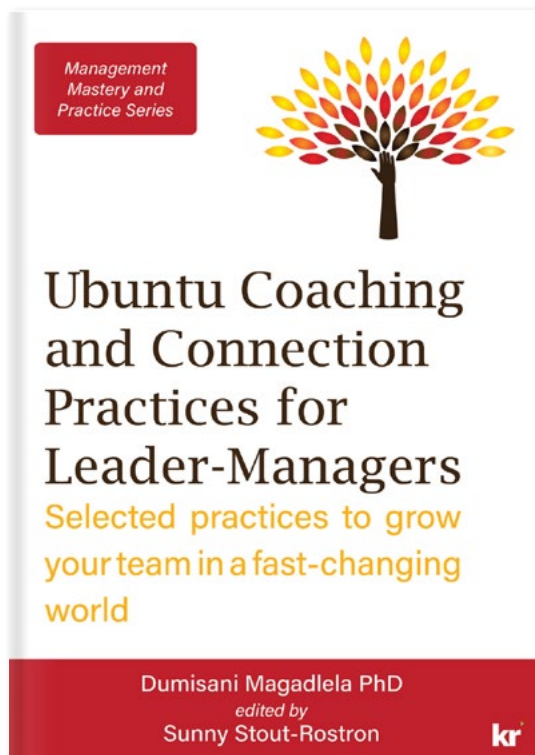
Mark Holtshousen's *Leadership Interrupted* brilliantly spells out how leaders currently have a once-in-a-lifetime opportunity to change the way they lead, do business and relate to others. — *Sunny Stout-Rostron (D.Prof), Founding President, COMENSA, Director, People Quotient Pty Ltd (PQ), Faculty, University of Stellenbosch School of Business*



ABOUT MARK HOLTSHOUSEN...



Mark Holtshousen is an executive coach with 20 years of experience and over 10,000 coaching hours. He works with top business leaders, celebrities, and Olympic Gold Medallists. An expert in leadership psychology, neuroscience, and Psychoneuroimmunology (PNI), he holds an MPhil in Leadership Coaching, an ACMC certification, and is a PNI Accredited Advanced Trainer. Mark has coached senior executives from global companies like ExxonMobil, Microsoft, and Deloitte and previously led Global Career Management and Talent Solutions at MTN Group.



UBUNTU COACHING AND CONNECTION PRACTICES FOR LEADER-MANAGERS

Selected practices to grow your team in a fast-changing world

By **Dumi Magadlela PhD** • series editor **Dr Sunny Stout-Rostron**
(Part of the **Management Mastery and Practice Series**)

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-997-9

E-version: R296.00 incl vat • eISBN: 978-1-86922-998-6

Welcome to a guidebook for managers and leaders navigating the challenges of our evolving world. The COVID-19 pandemic underscored the global, unpredictable, and intense nature of our surroundings, necessitating both resilience and sensitivity. "*Ubuntu Coaching and Connection Practices for Leader-Managers*" leads by example, adapting established models to the current context.

This book introduces Ubuntu Coaching, offering tools for transformative coaching and showcasing stories of Ubuntu and connection practices from seasoned coaches. It provides practical day-to-day management advice within a transformational framework, emphasising holistic well-being, relational dynamics, and organisational cohesion. Readers will gain insights into Ubuntu coaching techniques, various intelligence perspectives, and team-centric tools that enhance adaptability.

Throughout the book, readers will find illustrative examples and exercises designed to heighten self-awareness, humanise the modern work environment, and promote teamwork across organisational structures.

Praise for the book:

"To read this book is to grow, to emerge a better human being and a more valuable leader. Take this book home. Savour it. Let it accompany you. It is a treasure." — *Nancy Kline, author of Time To Think: Listening to Ignite the Human Mind, and Founding Director of Time To Think Ltd, UK*

"This book gives us a rare and wide invitation to explore Ubuntu, an ancient way of being and showing up. It shows up, indeed, in a powerful way in professional coaching, especially for teams. Read it – your experience will be worth it." — *Magdalena Nowicka Mook, CEO: International Coaching Federation*

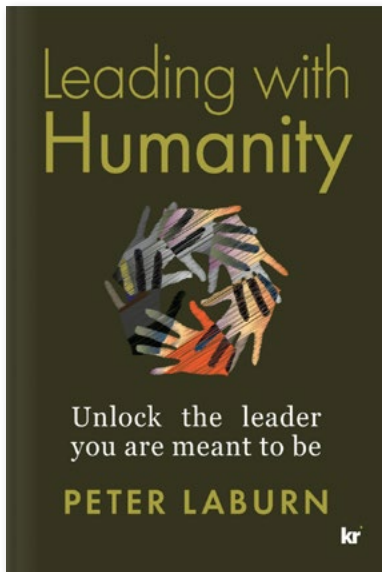
Ubuntu Coaching and Connection Practices for Leader-Managers: Selected practices to grow your team in a fast-changing world is part of the Management Mastery and Practice Series.

ABOUT DR DUMISANI MAGADLELA...



Dr Dumisani Magadlela boasts 25+ years in human development, and is an accredited international executive coach, team coach, coach trainer, and leadership development facilitator. Dumi currently works with business leaders and executives across the private, public, multi-lateral, and non-profit sectors. He has extensive experience working across the African continent and collaborating globally with other coaches and clients. He is accredited by the European Mentoring and Coaching Council as a Senior Practitioner in Team Coaching, and is working towards credentials by the International Coaching Federation (ICF), and by the Africa Board for Coaching, Consulting and Coaching Psychology (ABCCCP), as a Master Coach. 2016, Dumi was given the inaugural African Coach of the Year award by the ABCCCP. Dumi is an author on executive coaching, Ubuntu intelligence (UbuQ), Ubuntu coaching approaches, and human

connection. He is a regularly featured speaker and panellist on topics relating to coaching, leadership, and people development. Dumi also recently featured as one of the speakers in a TEDx event convened by the University of South Africa (2021), talking about human connection through "conscious, mindful and intentional" greetings. Dumi is a frequent speaker on the African circuit.



LEADING WITH HUMANITY • Unlock the Leader You are Meant to be

By Peter Laburn

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-987-0

E-version: R296.00 incl vat • eISBN: 978-1-86922-988-7

Leading with Humanity is an invitation to take the first steps on the inside-out journey of understanding what it is to become and be a leader – discovering who we are meant to be in a world obsessed with what we do. That kind of leadership cannot be taught. It must be experienced and understood, and it is a profoundly personal and dynamic journey.

Drawing from great thinkers and leaders through the centuries – and decades of personal leadership experience – Peter Laburn's *Leading with Humanity* combines time-tested philosophical notions with proven research principles into an authentic guide for anyone striving to be a better human being, and thus a better leader, in business and life.

Peter's work takes us from macro to micro, providing both the larger context and the inner skills and practices to develop as a sane leader. I define a sane leader as one who has unshakable confidence that people can be creative, generous and kind. It is the leader's work to create the conditions for people to realize that in themselves. Everything is here to do the inner work that supports us to become confident and sane leaders. Thank you Peter, for giving us such a rich set of resources. — Margaret Wheatley, author of nine books from *Leadership* and the *New Science* to *Who Do We Choose To Be*.

CRUCIAL MENTORING CONVERSATIONS

2023 2nd Edition • Revised & Expanded

Niël Steinmann

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-989-4

E-version: R296.00 incl vat • eISBN: 978-1-86922-990-0

Mentoring nourishes others to grow and act with greater confidence. The need for mentorship is greater than ever before. However, informal mentoring has not kept up with the challenges in business. In his latest book on mentoring, Niël Steinmann, South Africa's leading authority on mentorship suggests a structured and intentional approach to mentoring, called crucial mentoring conversations. He explains: 'Our success in life is dictated by the quality of relationships we can build and maintain'. Parents, teachers and leaders from any career, professional, or educational setting are now challenged to successfully navigate mentoring relationships.

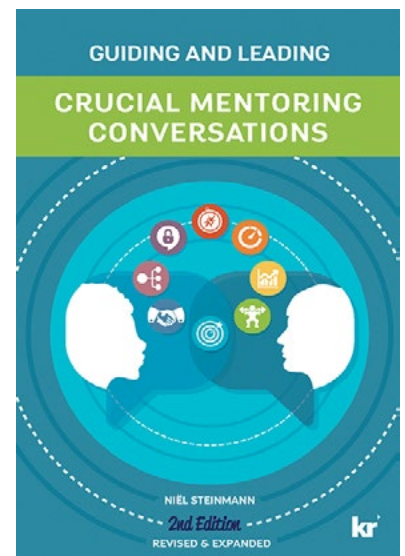
The book is rich with advice and will explore the various conversations crucial for mentoring relationships.

You will be able to hold deeper more honest conversations that create new levels of self-awareness and opportunities for those that you mentor to transform situations and relationships around them.

It presents to the mentor practical tools to facilitate this awareness and learning in ways that enrich, challenge, inspire and enable mentees to learn about themselves and their world.

This enriched edition delves into conscious mentoring, which empowers mentors to foster meaningful connections that will impact their mentees' lives. Conscious mentoring emphasizes greater self-awareness of the mentor, the quality of relationship, and a deeper understanding of the mentee's unique development journey. It encourages mentors to be present, attuned, and genuinely engaged in nurturing the growth and self-discovery of those they guide.

When you mentor intentionally, opportunities for crucial conversations present themselves all the time, from 'What's my purpose?' to navigating career challenges, to performance feedback, developing strengths and how to manage productive relationships and networks both personally and professionally



FIND YOUR FOCUS • 5 Steps to Your Best Year Ever! (Updated Edition)

Sarah Arnot Mulhern

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-971-9

E-version: R296.00 incl vat • eISBN: 978-1-86922-972-6

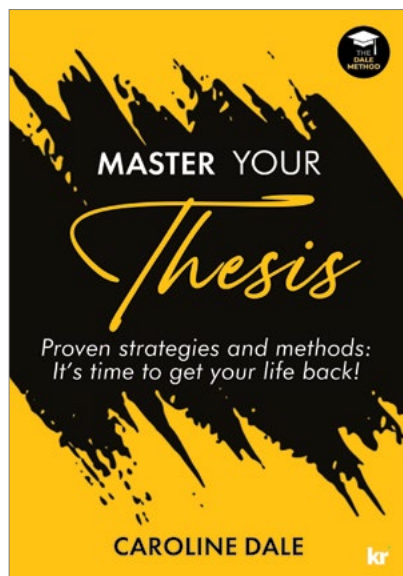
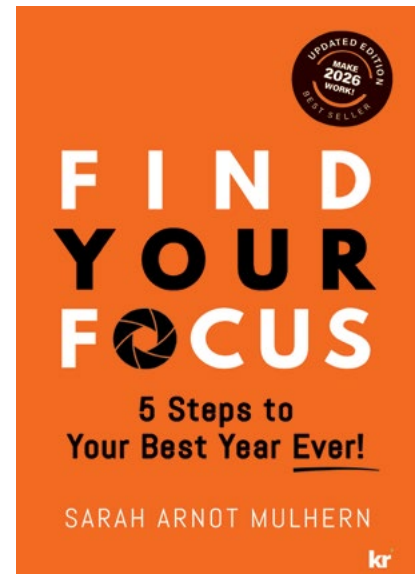
Do you feel like you're constantly busy but not getting anywhere? Have your goals been hijacked by other people's agendas? Do you feel stretched too thin? Are you struggling to envision 'what's next' for your life?

If you've answered yes to any of these questions, it's time to stop and reclaim your focus. Take control of your own choices – instead of giving others the implicit permission to choose for you.

For more than 25 years Sarah has helped leaders to achieve their personal best. Now in Find Your Focus: 5 Steps to Your Best Year Ever!, she shares her 5-step programme to help people achieve what they never thought possible.

Find Your Focus: 5 Steps to Your Best Year Ever! is about rediscovering what you really want in life and creating a game plan to get there. "Success isn't only about setting goals; it's about keeping on track. Find Your Focus combines inspiring stories with useful tools to keep you productive and above all, to stay focused on important priorities." — Pieter Engelbrecht, CEO, Shoprite Holdings Ltd

"We are always looking for ways to make our lives better. In Find Your Focus, Sarah Arnot Mulhern encapsulates in a very concise and readable way, what we can do to improve our lives and achieve our goals. All of us can take away something from this." — His Excellency Liam Mac Gabhann, Ambassador of Ireland, Embassy of Ireland, Pretoria

**MASTER YOUR THESIS • Proven Strategies and Methods: It's time to get your life back!**

Caroline Dale

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-938-2

E-version: R296.00 incl vat • eISBN: 978-1-86922-939-9

Do you feel overwhelmed? Have you hit a wall? Is your thesis stuck and not moving forward?

If you are experiencing anxiety, procrastination and a lack of motivation, *Master Your Thesis – Proven strategies and methods* is for you. Caroline Dale, an expert on coaching students through the postgraduate journey, has developed a step-by-step process to get you over the finishing line—and now, for the first time ever, the six-step Dale-Method is available for your personal use!

It's time to get your life back— today.

In this book, leading academic professional and postgraduate coach, Caroline Dale, will guide you with a tried and tested roadmap to complete your thesis. The six step Dale-Method will equip you with practical tools to gain and maintain momentum to successfully complete your Masters or PhD thesis.

The 6-phase methodology address all the elements of postgraduate study and helps you take back control.

"As a supervisor and mentor of many postgraduate students, I found this book to be very practical and focused on the key aspects that you will come across in your journey of developing a thesis." — Prof. Adri Drotskie, Director: School of Management, University of Johannesburg; Supervisor; Mentor

"This book is an engaging and compelling MUST read for anyone involved in writing research proposals and thesis writing. It is more than an indispensable step-by-step guide – it is energising, empathetic, motivational and authentic in navigating thesis writers through the very real emotional complexities that inevitably pop up during the course of writing a thesis." — Dr. Shirley Zinn, Chair and Independent Non-Executive Director of Boards: Sanlam, MTN (SA), VNA and Spur Corporation

"Following Caroline Dale's method will be worth your while in significantly enhancing your chances of not only reaching your destination successfully, but also in one piece personally." — Prof. Theo H Veldsman, Visiting and Extra-ordinary Professors at respectively UJ and USB.

Study leader of close on fifteen successful doctoral students

EVERYTHING YOU EVER WANTED TO KNOW ABOUT MANAGING PEOPLE BUT WERE AFRAID TO ASK

Sunny Stout-Rostron & Michael Taylor

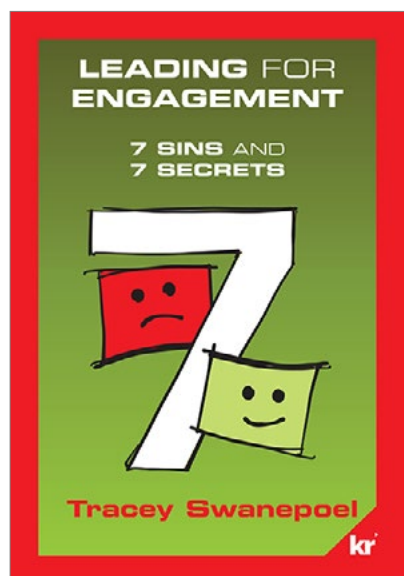
Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-944-3

E-version: R296.00 incl vat • eISBN: 978-1-86922-945-0

Everything you ever wanted to know about managing people but were afraid to ask is suited to a range of managers. You might be a newly promoted manager or about to step into a greater managerial role with increased responsibilities. Or perhaps you have been in a management position for some years' time but have had no formal management training, or you are an executive leader but have simply forgotten some of the basics of leading and managing yourself and others. Whichever length of time you have been managing, this series is to help you deal with people management including cultural diversity issues, systemic issues within the organization in which you work, and to develop effective communication and coaching skills, the ability to manage conflict, difficult situations, company politics and career development.

The authors look at how to motivate staff and teams, understand motivation and demotivation, manage stress, build better performance with effective communications and well-run meetings, build great teams, and prepare leaders for the future. Each book includes theory, research, case studies, practical exercises, and tips on how to handle challenges – avoiding the pitfalls that can cause managers to fail. Your effectiveness as a leader-manager depends on what support you can expect from your staff, direct reports, and team members. This series will help you to build your skills and competence, developing your own unique signature as a leader and a manager.

Being a leader-manager requires both skills of management and leadership. *Everything you ever wanted to know about managing people but were afraid to ask* covers essential aspects of both. Identifying and solving your most challenging people problems quickly and motivating your people to perform at their highest potential. Understanding when to lead and when to manage, taking a deeper dive into self-awareness and self-management, delegating to develop your team, broadening your range of communication skills in order to inspire and motivate people and managing difficult people and situations. However, the most important competence that is essential for stepping into being a leader-manager is that of self-awareness, conscious observation and understanding yourself at a deeper level to lead and manage people. It is critically important that you understand and know how your teams 'experience' you – because this is the path towards identifying what change is needed in terms of your own assumptions about yourself and others, and understanding your own thinking, feeling and behaviour at a deeper level. In this book there are clear guidelines, cases studies, practical exercises, and self-assessments to move you into greater competence as a leader-manager.



LEADING FOR ENGAGEMENT • 7 SINS and 7 SECRETS

Tracey Swanepoel

Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-940-5

E-version: R296.00 incl vat • eISBN: 978-1-86922-941-2

The link between performance and employee engagement is proven, logical and compelling. And yet despite engagement ballooning into a billion dollar industry, levels over the past eight years have remained consistently disappointing – the needle is not moving in any significant way.

Leading for Engagement: 7 Sins and 7 Secrets challenges leaders to address this. Firstly it highlights the 7 sins that kill engagement. More importantly, it clearly outlines 7 secrets that are scientifically proven to foster engagement. This book describes actionable steps which will enable every leader to:

- Integrate strategy, culture and leadership, making them real and accessible to employees at all levels
- Simplify the key elements of their company's strategy, and inject employees' work with purpose and meaning
- Encourage discussion – the oxygen of change
- Inspire alignment towards a clear destination

- Harness the power of business stories to make messages stick
- Be brave enough to show up authentically
- Focus on being a great listener

By offering practical solutions to a fundamental problem, this book empowers leaders with tools and skills to create engaging and high performance environments.

"This book is compulsory reading for leaders who want to turbocharge their effectiveness and the significance of their legacy, for the good of all." — Brand Pretorius, Retired Chief Executive of McCarthy Limited



HR: THE NEW AGENDA

Edited by Paul Norman

Hardcopy: R369.00 incl vat • ISBN: 978-1-86922-919-1

E-version: R332.00 incl vat • eISBN: 978-1-86922-920-7

“Being Human is now at the Centre”

The world has changed irrevocably and a new way of life and work in every aspect is now a reality. This requires HR to review its priorities and place renewed emphasis on being human and building effective human systems and human organisations.

The old ways of “doing HR” will no longer be relevant and it is time for HR to reimagine itself in a post-Covid world. This new role will demand a “new style” of HR professional. That is exactly what Paul Norman and sixteen HR leaders are addressing in *HR: The New Agenda*.

The Authors include:

Prof Kurt April; Vanisha Balgobind; Johan Botes; Dr Mark Bussin; Daniela Christos; Wilhelm Crous; Gideon du Plessis; Shelagh Goodwin; Selo Govender; Akona Makoboka; Andrew Millson; Penny Milner Smythe; Jasmin Pillay; Thuli Tabudi; Ninette van Aarde; Dr Dieter Veldsman; Prof Edward Webster

Among the companies featured are: Accenture; Discovery; Exxaro; Food Lovers Market; Media24; MTN; Microsoft; Momentum and Spar.

INDUSTRIAL-ORGANISATIONAL PSYCHOLOGISTS ENGAGING WITH THE NEW WORLD OF WORK

The unfolding challenge of future-fitness for the 4th Industrial Revolution

By SIOPSA, Team lead by Prof Theo H Veldsman

Hardcopy: R379.00 incl vat • ISBN: 978-1-86922-924-5

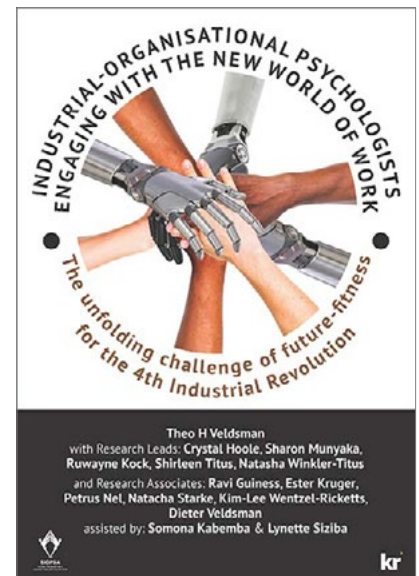
E-version: R340.00 incl vat • eISBN: 978-1-86922-925-2

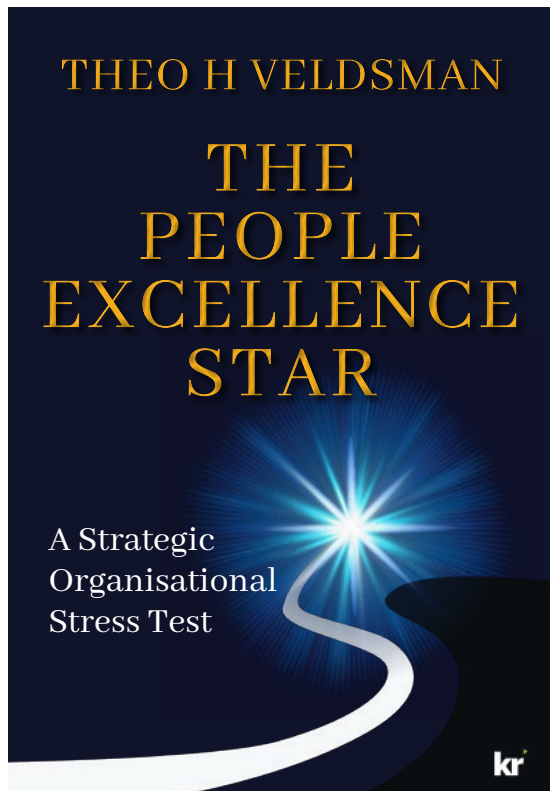
As the challenge of conceptualising, designing, and implementing fulfilling and productive humane workplaces within the emerging 4th and 5th Industrial Revolutions becomes more apparent — it is clear that the future remit of every Industrial Organisational Psychologist will be rising to the task of integrating people and technology. Industrial-Organisational Psychology (IOP) as a science and practice embraces the psychology of work, the working person, the workplace, and the harmony between these elements — yet as we rapidly approach a digital era of work, how can this harmony be retained?

This book explores the workplaces of the future through an 18-month research operation involving five research teams with their respective leaders, six research associates, two assistants and the head of the project, Professor Theo Veldsman. Using emerging trends associated with the unfolding of the fourth and fifth Industrial Revolutions, Prof Theo Veldsman and his team re-imagined IOP in all its facets – intent, focus, content, mode of delivery, and capabilities — to realign with the future workplace.

The research project – as reported on in the book – consisted of five interdependent research streams that aimed to build a coherent, in-depth story about the requirements for IOP’s to be future-ready. These research streams were: (i) **the changing world of work**; (ii) **the IO Psychologist’s moral-values-ethics base**; (iii) **the IO Psychologist’s response**; (iv) **their capabilities, education, training, and development**; and (v) **their research**.

This book is a roadmap for Industrial Psychologists who want to prepare for the next ten years. The guidelines for directing and guiding the science, practice, and profession of IOP will allow IO Psychologists make a humane 4IR workplace a reality. Having visited the future through the rigorous research of the author and his team, IO psychologists now can return to the present, and lay a stronger foundation for their organisations.





ORGANISATIONAL DEVELOPMENT

THE PEOPLE EXCELLENCE STAR

A Strategic Organisational Stress Test

Prof Theo H Veldsman

Hardcopy: R359.00 incl vat • ISBN: 978-1-86922-909-2

E-version: R323.00 incl vat • eISBN: 978-1-86922-910-8

Ongoing disruptive innovation has become the key competitive edge in staying ahead of the game in the inimitable, compelling, memorable experience-based economy. The 21st century organisation will be an ideas/imagination business. Within this business, people have moved centre stage in being the only true value unlockers and wealth creators as the source of imagination, creativity, innovation, and invention.

Given people's centrality to the continued viability of organisational performance and success in the present and future, knowing the state of their People Excellence is critical for every organisation. If there is on top of this criticality a global war for top talent, then 'critical' turns into mission-critical. It becomes the stark choice between either merely surviving because of a shortage of talent; or thriving because of creating the conditions under which people become the best they can, and want to, be. They flourish and thrive.

People excellence sits at the confluence of thriving employees, delighted stakeholders, and a viable organisation. When organisations become excellent at helping their people to flourish, they in turn unlock real, amazing value and create worthy, lasting results to the delight of stakeholders, ensuring the organisation's viability.

This is why knowing the state of an organisation's people excellence, as well as becoming smarter at people excellence, has become mission-critical for every organisation.

The People Excellence Star offers you the opportunity to perform an integrated, strategic stress test of the overall people-worthiness of your organisation. You'll be guided on how to apply the five critical dimensions of *People Excellence: Identity, Capacity, Delivery, Outcomes, and Relationships* – along with their 20 Excellence elements.

MORE FROM THEO H VELDSMAN...

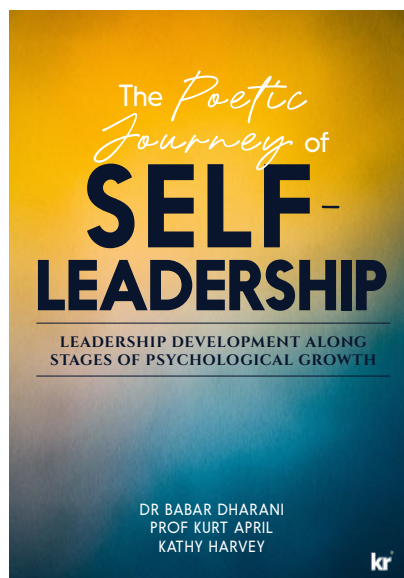


Theo H Veldsman, a Work Psychologist, is regarded as one of the thought leaders in South Africa and beyond with respect to people management and the psychology of work. He has a proven ability to move seamlessly between theory and practice, and vice versa, having been an academic and people effectiveness consultant. He refers to himself as a pracademic.

Theo has extensive research and development, as well as consulting, experience over the past 35 years in the fields of strategy formulation; and implementation; strategic organisational change; organisational (re)design; team building; leadership and strategic people/management. He consults with many leading South African companies and organisations overseas, in the above areas in the roles of Advisor, Expert, Coach and Mentor.

He is the author of nearly 200 public technical/consulting reports/articles covering the abovementioned areas of which about 45 are accredited articles. He co-edited *Leadership: Perspectives from the Frontline*, authored *Designing Fit-for-Purpose Organisations: A comprehensive, integrated route map* and *Future-Fit Leaders: A diary to your leadership journey*.

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THE POETIC JOURNEY OF SELF-LEADERSHIP

Leadership Development Along Stages of Psychological Growth

Dr Babar Dharani, Prof Kurt April, Kathy Harvey

Hardcopy: R359.00 incl vat • **ISBN:** 978-1-86922-921-4

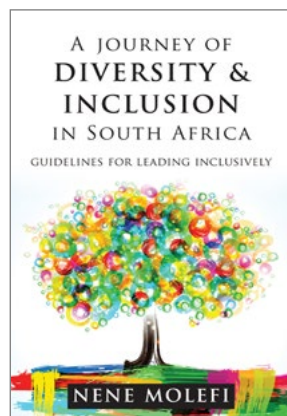
E-version: R323.00 incl vat • **eISBN:** 978-1-86922-922-1

Everyone is on a journey of growth, from birth to death. The authors used their research data, to tap into the vital stages of this journey of growth from a psychological growth perspective. They linked the stages of psychological growth to self-leadership development. Additionally, they linked different stages of self-leadership development to different types and styles of leadership. For example, they found that authoritative leadership is linked to earlier stages of psychological growth, while inclusive leadership is linked to latter stages of psychological growth.

Contents include:

- Surviving: Abandonment versus overwhelm; Survival-stage leader
- Conforming: Internality versus externality; Conforming leader
- Differentiating: Social predestination; Differentiated leader
- Individuating: Guilt versus fear; Journey to individuation; Conquering complexes; Authenticity; Individuated leader
- Self-actualizing: Kintsugi; Traumas; Magical other; Self-actualised leader
- Integrating: Values; Heroes; Purpose; Integrated leader
- Serving: Servant leader

The authors used self-reported poetry from diverse participants, and in their own voices as their main data collection source. The book presents a diversity of writing styles and topics, and makes it much wider in scope and richer than other books.



A JOURNEY OF DIVERSITY & INCLUSION IN SOUTH AFRICA

Guidelines for leading inclusively

Nene Molefi

Hardcopy: R325.00 incl vat

ISBN: 978-1-86922-703-6

E-version: R293.00 incl vat

eISBN: 978-1-86922-704-3

A Journey of Diversity & Inclusion in South Africa is a groundbreaking new book that addresses inequality, prejudice, injustice, racism, sexism and all other forms of discrimination in society, and in particular the workplace, in a positive way. Using entertaining stories from her own experience and a light-hearted writing style, diversity expert Nene Molefi offers a comprehensive approach to help any organisation achieve a more inclusive and positive working environment.



12 LENSES INTO DIVERSITY IN SOUTH AFRICA

*Preeya Daya
Kurt April*

Hardcopy: R329.00 incl vat

ISBN: 978-1-86922-885-9

E-version: R296.00 incl vat

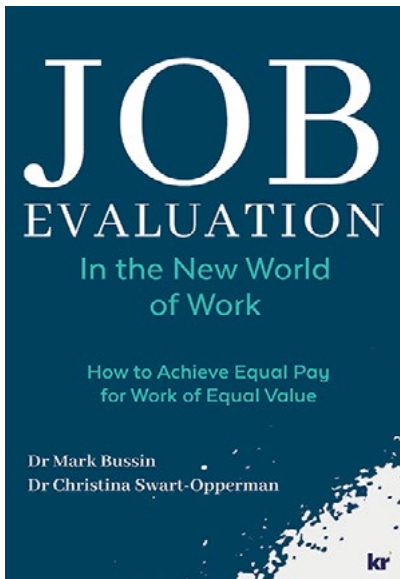
eISBN: 978-1-86922-886-6

Drawing on the insights of numerous academic leaders, *12 Lenses into Diversity in South*

Africa will help you facilitate constructive and open discussions around important issues, such as:

- The narratives of racism in South Africa.
- Critical reflections on privilege and complicity in South Africa.
- Employment equity legislation: A review of progress between 1999 and 2020.
- Gender identity and transformation in South Africa: Past, present and future.
- And more!

12 Lenses into Diversity in South Africa calls for responsible inclusion from all – individually and organisationally, by ordinary citizens as well as those in positions of power. In harnessing the best of our African, Western heritage and Eastern heritage, we can create a brighter future for all who live and work in South Africa.



JOB EVALUATION

Dr Mark Bussin and Dr Christina Swart-Opperman

Hardcopy: R359.00 incl vat • ISBN: 978-1-86922-936-8

E-version: R323.00 incl vat • eISBN: 978-1-86922-937-5

The new world of work has created unprecedented challenges for human resource practitioners. This book prompts exciting conversations on the question of: "What is the role of job evaluation".

With the developing concepts of blended work, work from anywhere and contingent workers, job evaluation systems will need some careful thought. One size and approach may not suit all situations and suggestions are offered on how to deal with these differing situations.

The next domino after job evaluation is often remuneration, because pay scales are attached to the grades. Equal pay for work of equal value is probably one of the biggest focus points globally and clarity is offered in this book. The vertical pay gap and horizontal pay gap sometimes stem from the remuneration philosophy around pay scale design. This book clarifies how to do job evaluation in a changing world, how to develop pay scales and how to achieve equal pay for work of equal value.

The contents include:

- What is Job Evaluation?
- Job Evaluation in the new world of work
- The Rise of the Contingent Workforce
- How to carry out the Paterson job evaluation
- The impact of job evaluation on salary structures
- Equal pay for work of equal value
- Measuring income inequality – a holistic approach
- The psychological impact of the new way of job evaluation

EMPLOYMENT CONTRACTS FOR THE NEW WORLD OF WORK

Includes a toolkit with forms, policies and vital procedures

Jan Kemp Nel Snr & Jan Kemp Nel Jnr

Hardcopy: R359.00 incl vat • ISBN: 978-1-86922-899-6

E-version: R323.00 incl vat • eISBN: 978-1-86922-900-9

Employment Contracts for The New World of Work deals with the employment contract in South Africa and the importance of this document as the foundation of the commercial relationship between the employee and the employer.

It describes the nature and relevance of the contract of employment, the essential components and conclusion of the contract, the legislative framework and aspects related to breaches of the contract, as well as repudiation and the termination of the contract.

The authors discuss employment issues as they relate to the 'new normal', including topics such as Remote and Hybrid Working, and the effect this has had on managerial control and authority.

Employment Contracts for The New World of Work provides practical assistance and information to the entrepreneur, business owner, front-line manager, trade union representative and official, who is, no matter how experienced, always in need of a quick reference guide and source of knowledge.

Employment Contracts for The New World of Work provides practical assistance and information to the entrepreneur, business owner, front-line manager, trade union representative and official, who is, no matter how experienced, always in need of a quick reference guide and source of knowledge. Includes a free Toolkit with Sample Contracts, Guidelines, Policies, Procedures and Statutory Regulations.





IMPROVING MENTAL HEALTH IN THE WORKPLACE

Edited by Navlika Ratangee

Hardcopy: R359.00 incl vat • ISBN: 978-1-86922-911-5

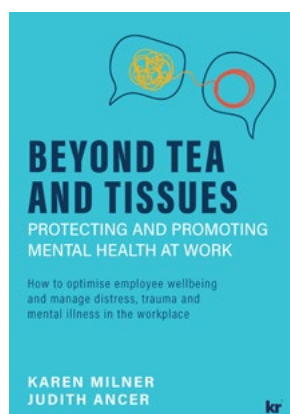
E-version: R323.00 incl vat • eISBN: 978-1-86922-912-2

This book has been put together by experts in the field of mental health, and associated fields, whom have been carefully chosen to share their insights on a specific knowledge area with you. A golden thread that runs through all these chapters is that each and every contributor is passionate about what they do, and in so doing passionate in sharing their knowledge and experience with you in their unique way. There is much to be done in the field of mental health as yet.

Mental Health in the Workplace consists of 3 parts:

- Part 1: Mental health in the workplace
- Part 2: Mental health is not an island
- Part 3: Coping mechanisms

We cannot ignore the fact the context of the pandemic has changed our lives as we once knew it to be. The book starts off with a positioning of the current context and why a spotlight has been placed on mental health. Part 1 focuses largely on how the workplace has responded to the mental health pandemic, what trends we are seeing now and what we can expect to see post pandemic, and some of the major contributors to mental health concerns in the workplace. Included are the common manifestations of mental illnesses which is only one component of the mental health topic as positioned in this book.



BEYOND TEA AND TISSUES • Protecting and Promoting Mental Health at Work

Karen Milner, Judith Ancer

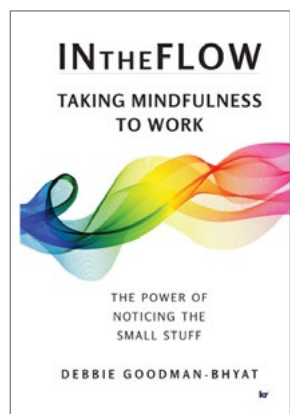
Hardcopy: R329.00 incl vat • ISBN: 978-1-86922-889-7 E-version: R296.00 incl vat • eISBN: 978-1-86922-890-3

The business case for dealing with mental health and wellbeing in the workplace is absolutely clear. Not only are the workplace costs associated with poor mental health significant, but positive mental health (manifested as employee engagement and other positive mental health states) has been found to play a key role in organisational success.

Beyond Tea and Tissues will empower and educate mental health and employee wellbeing professionals, managers, HR practitioners, and employers across the spectrum with the insights, evidence and practical tools needed to protect employees, prevent harm and promote thriving.

This actionable handbook covers a wide of range of burning issues, such as:

- Understanding the role of the manager or HR practitioner in working with mental health problems
- Cultural issues to consider when managing mental health at work
- Identifying and managing personality, mood and anxiety disorders in the workplace
- And more!



INTHEFLOW • Taking mindfulness to work

Debbie Goodman-Bhyat

Hardcopy: R279.00 incl vat ISBN:

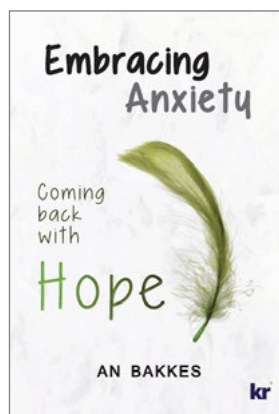
978-1-86922-632-9 E-version:

R251.00 incl vat

eISBN: 978-1-86922-633-6

InTheFlow – Taking Mindfulness to Work is an uplifting, eloquent and enlightening book that provokes us to wake up and notice the small stuff so that we live more fulfilling lives.

InTheFlow has the capacity to enhance the way we perceive – and experience – our lives, the way we work as teams, and as a result, our overall productivity and levels of performance.



EMBRACING ANXIETY • Coming back with hope

An Bakkes

Hardcopy: R299.00 incl vat ISBN:

978-1-86922-658-9 E-version:

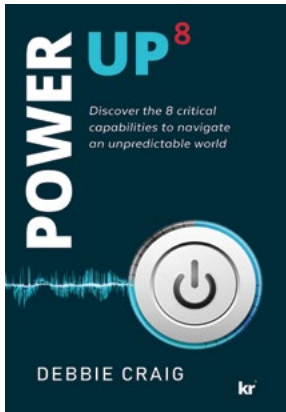
R269.00 incl vat

eISBN: 978-1-86922-659-6

“Embrace your anxiety and make it work for you.”

After experiencing intense emotional trauma, management coach, An Bakkes developed the “Embracing Anxiety Model” to

help anyone battling with anxiety in their personal or professional life. Take a journey with An Bakkes and learn how to become comfortable with the discomfort of uncertainty.



POWER-UP⁸

Discover The 8 Critical Capabilities to Navigate an Unpredictable World

Debbie Craig

Hardcopy: R349.00 incl vat

• ISBN: 978-1-86922-874-3

E-version: R315.00 incl vat •

eISBN: 978-1-86922-875-0

The world of work is changing exponentially. Rapid technological innovation and

global forces are compelling businesses to disrupt traditional models and adopt new digital strategies and skills to compete. This requires new future-fit thinking, as well as the habits and capabilities to learn, adapt, experiment and fail fast. Whilst technology may be threatening to replace many repetitive or replicable human activities, there is still a critical need for thinking and skills that will enable innovation, customer engagement, responsiveness, adaptability, cross-boundary teamwork, virtual teams and personal health, success and fulfillment.

POWER-UP⁸ offers readers a guide to rapidly build the most important beliefs and habits required for success in the next decade – using the latest brain and behavioural science of learning and change. These 8 capabilities have been carefully chosen from a unique combination of research and practical experience in developing organisations, leaders and learners over the last 20+ years.



ADAPTIVE HR

Impactful HR for the New and Virtual World of Work

Marianne Roux

Hardcopy: R349.00 incl vat

ISBN: 978-1-86922-883-5

E-version: R314.00 incl vat

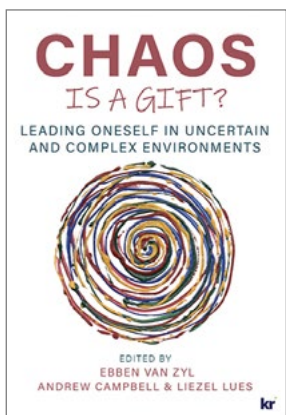
eISBN: 978-1-86922-884-2

“In the new world of work, HR must be strategic driver of organisational agility and capability.”

Developed more than 20 years ago, current HR models are no longer relevant in the new world of work. If HR is going to provide the value and impact needed right now, a holistic reframing of the function, its purpose, capabilities, delivery and impact is needed!

Adaptive HR: Impactful HR for the New and Virtual World of Work is a complete guidebook to help HR professionals accelerate this transformation within their own organisations.

Adaptive HR: Impactful HR for the New and Virtual World of Work gives HR practitioners practical and evidence-based tools they can implement immediately to increase the value and impact, of their HR function in complex, disruptive and ambiguous environments.



CHAOS IS A GIFT?

Leading Oneself in Uncertain and Complex Environments

Edited by Ebben van Zyl

Andrew Campbell & Liezel Lues

Hardcopy: R379.00 incl vat ISBN: 978-1-86922-860-6 E-version: R340.00 incl vat

eISBN: 978-1-86922-861-3

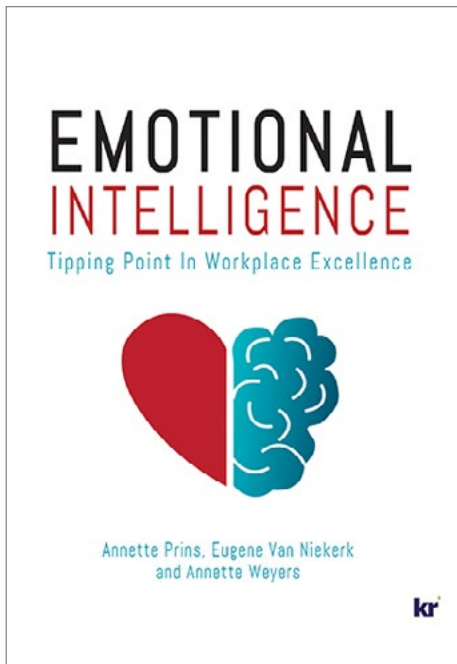
“Chaos does not mean total disorder. Chaos means a multiplicity of possibilities. Chaos is from the ancient Greek words that means a thing that is birthed from the void. Chaos creates the opening for new possibilities.” (Jok Church (n.d.))

Can chaos be a gift? When dealt with effectively, it can lead to greater innovation, better teamwork, better interpersonal relations and better performance.

But in order to achieve this within a changing and demanding VUCA environment, leaders and non-leaders must first learn to lead themselves. This guide will show you how to do exactly that within our own turbulent times.

Chaos is a Gift? offers practical realities and specific recommendations on how to lead yourself in the private and public sectors, the academic world and conflict/post-conflict environments.

This book is ideal for leaders in broad range of environments, including the business, private, academic, and public sectors, and conflict/post-conflict environments.



EMOTIONAL INTELLIGENCE

Tipping Point in Workplace Excellence

Dr Annette Prins, Dr Eugene van Niekerk, Dr Annette Weyers

Hardcopy: R389.00 incl vat • **ISBN:** 978-1-86922-712-8

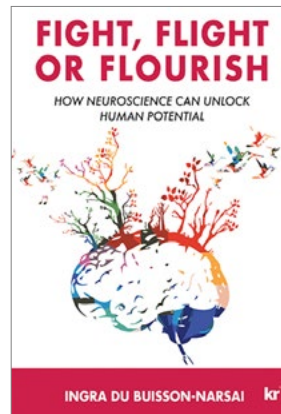
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Research now shows that people with higher levels of emotional intelligence generally have:

- Greater job satisfaction
- A better chance of getting promoted
- A bigger salary
- What you own
- A higher standard of living
- A stronger immune system
- A lower chance of developing cardiovascular disorders,
- A more fulfilled life!

Written especially for the South African workplace, this newly updated edition will show you to improve and develop your emotional intelligence by focusing on these aspects of EQ.

Throughout the book, you will find practical tips, exercises, and case studies to help you develop your emotional intelligence. Emotional Intelligence is a complete guidebook to help you leverage your EQ for greater professional and personal success. Now is your chance to open the door to a better life!



FLIGHT, FIGHT OR FLOURISH

How Neuroscience Can Unlock Human Potential

Ingra du Buisson-Narsai

Hardcopy: R329.00 incl vat

ISBN: 978-186922-828-6

E-version: R296.00 incl vat

eISBN: 978-1-86922-829-3

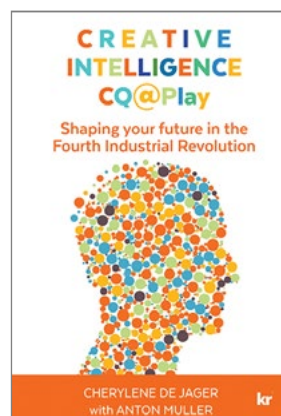
Fight, Flight or Flourish: How neuroscience can unlock human potential takes the latest research

in neuroscience and translates it into actionable steps you can take today to help you and your team thrive at work!

This practical book offers dozens of neuro-tips to help you: Cope better with stress; increase your focus at work; bring moods into balance; foster better relationships; quickly identify the intentions of others; make your goals more meaningful and achievable; cultivate a stillness of mind; use improved sleep as a way to increase performance; and more!

"Fight, Flight or Flourish, is a marvellous compilation and translational book. Essential reading for anyone who wants to stay abreast of the latest research in neuroscience and begin to understand what it means to be human." – Richard Boyatzis – co-author of the international best seller Primal Leadership

"This book is a wise neuro-investment that will maximise your individual and social performance." – Dr John Demartini – International best-selling author of The Values Factor



CREATIVE INTELLIGENCE (CQ) @PLAY

Shaping Your Future in The Fourth Industrial Revolution

*Dr Cherylene De Jager
with Anton Muller*

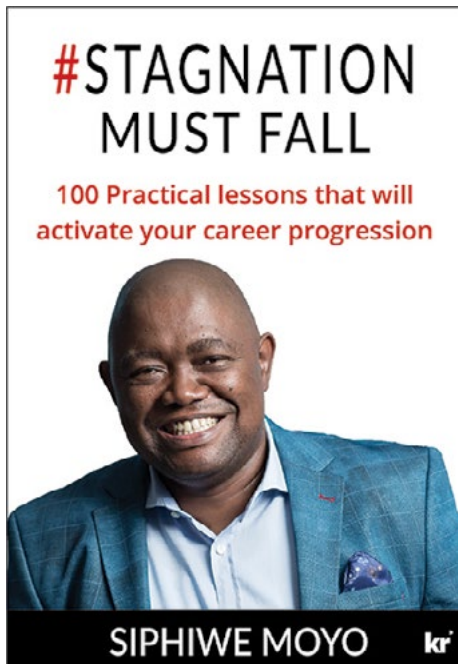
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E-version: R296.00 incl vat **eISBN:** 978-1-86922-831-6

Reignite your creative spark!

Don't believe the myth that you're either born creative or you're not. Creativity is a skill that can be unleashed at any age, no matter your career or circumstances; you just need the right tools to unlock it!

Creative Intelligence CQ@Play: Shaping your future in the Fourth Industrial Revolution offers an arsenal of methodologies, techniques, tips and exercises to help you unleash your creative thinking.



#STAGNATIONMUSTFALL

100 practical lessons that will activate your career progression

Siphiwe Moyo

Hardcopy: R299.00 incl vat • ISBN: 978-1-86922-806-4

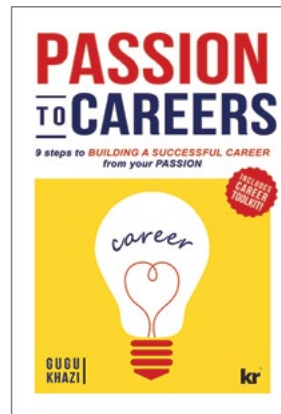
E-version: R269.00 incl vat • eISBN: 978-1-86922-807-1

Whether you're new to the world of work or feel like you're stagnating or overlooked, this book is your ticket to getting recognised and building the career you want! In #StagnationMustFall, Siphiwe Moyo shares the hidden hurdles, aha! moments, and tips for getting ahead in a competitive environment.

Rewire your mindset for success and advance your career and life by learning how to:

- Develop a personal career plan,
- Leverage social media and speaking opportunities to grow your credibility,
- Maximise more of the opportunities that come your way,
- Expand your thinking and strategically plan for your growth,
- Focus on your strengths and not on your weaknesses,
- And more!

Remember, your career, is in YOUR hands. This exclusive guide will show you how to build a powerful network, best the competition and rise to the top in your career.



PASSION TO CAREERS

Nine steps to build a successful career from your passion

Gugu Khazi

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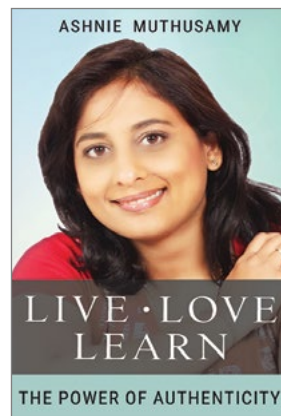
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eISBN: 978-1-86922-825-5

In her book *Passion to Careers*:

Nine steps to BUILD A SUCCESSFUL CAREER from your PASSION, Gugu outlines 9 critical steps you can follow in order to find yourself a job you love and continuously build a successful career.



LIVE, LOVE, LEARN

The power of authenticity

Ashnie Muthusamy

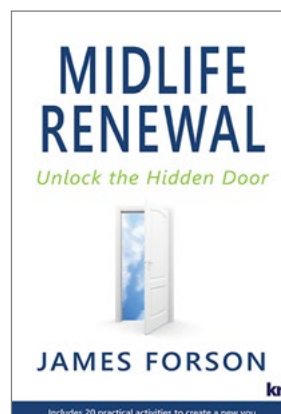
Hardcopy: R299.00 incl vat

ISBN: 978-1-86922-808-8

E-version: R279.00 incl vat

eISBN: 978-1-86922-809-5

Live, Love, Learn will show you that you don't have to sacrifice your values or hide your authentic personality to be successful. In fact, you'll discover how to successfully use your 'feminine' strengths to get to the next level in your career and life. This self-coaching guide will give you powerful exercises, tips and resources you can apply right away to gain more confidence, authenticity and effectiveness.



MIDLIFE RENEWAL

Unlock the Hidden Door

James Forson

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ISBN: 978-1-86922-741-8

E-version: R200.00 incl vat

eISBN: 978-1-86922-742-5

Midlife uncertainty is uncomfortable. You are trying to find the door leading to a more fulfilling life, but are dragged back to the constant responsibilities of work and relationships. That door is open, but you need to search for it. This book provides insights and exercises to help you make the mental connections and take you to the important decisions that you must confront in this phase of your life.

DESIGNING FIT-FOR-PURPOSE ORGANISATIONS

A comprehensive, integrated route map

Theo H Veldsman

Hardcopy: R499.00 incl vat • ISBN: 978-1-86922-770-8

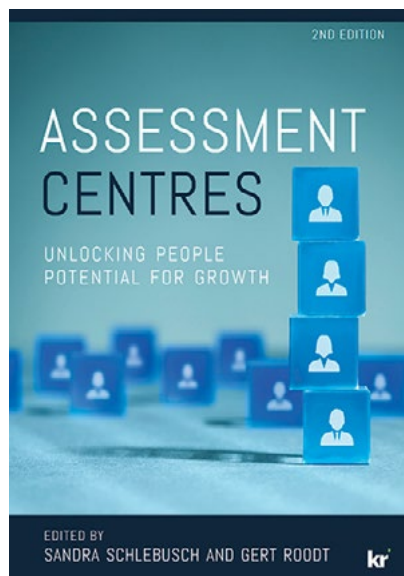
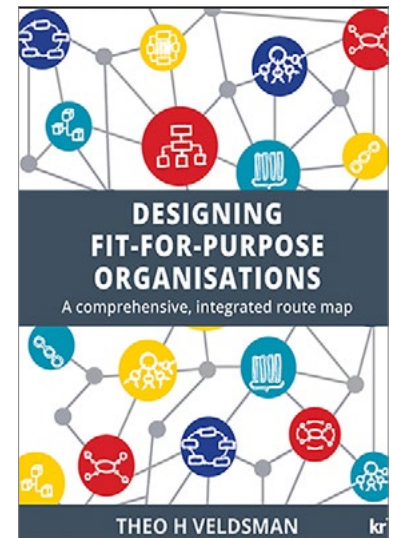
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It is widely recognised that the way organisations are designed to deliver has a profound effect not only on their ability to execute their strategy successfully, but also on the rapid identification and realisation of factors that will affect their overall performance and continued success, such as:

- entrepreneurial opportunities;
- the creation of fulfilling, meaningful client and employee experiences; Fast-changing labour law statutes...
- optimal resource deployment and utilisation;
- the efficiency of its mode of working;
- and more!

Organisations can indeed compete by design.

The purpose of *Designing Fit-for-Purpose Organisations* is to give readers insight into Organisational Design (OD) as a key executive leadership task: the Where, Why, Where to, When, Who, What, and How of OD. The book comprehensively covers the practice of OD as critical organisational discipline. *Designing Fit-for-Purpose Organisations* will empower readers with the tools to architect fit-for-purpose organisational operating models for a hyper-turbulent, hyper-fluid and hyper-connected world.



ASSESSMENT CENTRES

Unlocking people potential for growth - 2nd edition

Sandra Schlebusch & Gert Roodt

Hardcopy: R499.00 incl vat • ISBN: 978-1-86922-798-2

E-version: R450.00 incl vat • eISBN: 978-1-86922-799-9

While technology is enhancing every aspect of an Assessment Centre (AC), it remains a real art and skill to design and implement an AC. *Assessment Centres: Unlocking People Potential for Growth* is a complete 'how to' book that focuses on practical execution. In addition, it includes numerous case studies as examples of the principles discussed. It is currently the only South African book on the market in this area. It unpacks the adapted AC Design Model and, in addition, addresses topical issues around ACs, including:

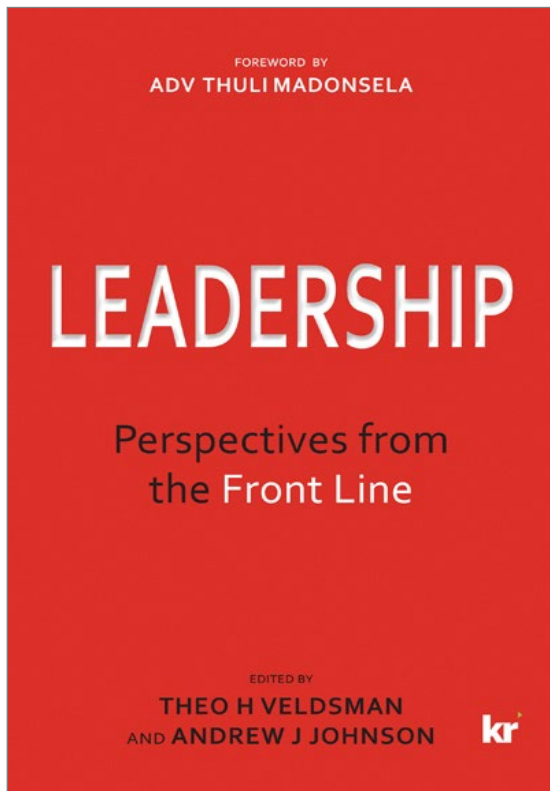
- the different purposes that ACs are used for;
- what AC practitioners should consider when using ACs;
- why strategic positioning of an AC is important;
- the business case for ACs in organisations;
- the Code of Ethics for ACs in South Africa;
- assessment Centre Policy;
- AC case studies and the ethical implications;

- the Assessment Centre Design Model;
- why an AC needs to be grounded in a thorough job analysis;
- the intricacies of simulation and centre development;
- the importance of trialling simulations and piloting an AC;
- the importance of confidentiality and the safe storage of material; and
- an international perspective on current practices and future challenges around assessment centres.

What they say about this book:

Assessment Centres: Unlocking Potential for Growth is an essential resource for those studying, developing, and implementing assessment centres, both in the South African context and beyond. – Deborah E. Rupp, Professor of Industrial/Organizational Psychology, George Mason University

I have rarely held such a comprehensive, differentiated, and useful book on assessment centres in my hands – I am convinced it is a great choice for every reader. – Prof. Dr. Martin Kleinmann, University of Zurich, Switzerland



LEADERSHIP

Perspectives from the Front Line (paperback)

Forward by Adv Thuli Madonsela

Edited by Theo Veldsman and Andrew Johnson

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A comprehensive overview of the latest developments in leadership!

Two internationally recognised thought leaders on leadership teamed up with over 80 contributors to produce the most comprehensive and "biggest" business leadership book ever published in South Africa.

With 89 contributors, 56 chapters, 1000+ pages and featuring a foreword from Advocate Thuli Madonsela, the book addresses leadership from every possible angle.

The leadership education and development industry is worth over R500-billion worldwide. Yet, despite the vast amount of money invested, trust in leaders is at an all-time low. Research has shown that the primary reason for leadership failure is a lack of contextual perspective.

This is where *Leadership: Perspectives from the Front Line* is different to the thousands of other leadership books available. This is the most comprehensive book on leadership ever published in South Africa. It provides cutting-edge thinking about leadership. It synthesises the latest insights from SA's top leaders and experts on leadership – offering readers practical tools they can implement immediately.

INCLUDES INSIGHTS FROM OVER 80 LEADERSHIP EXPERTS!

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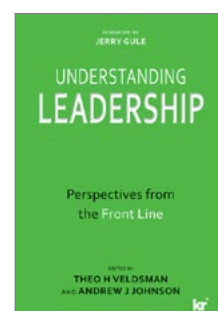
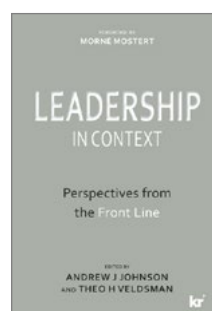
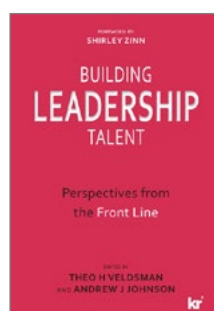
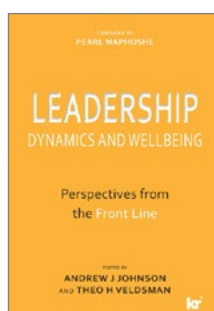
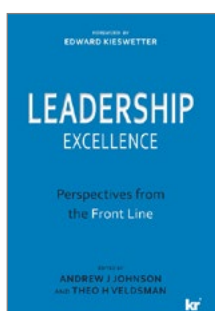
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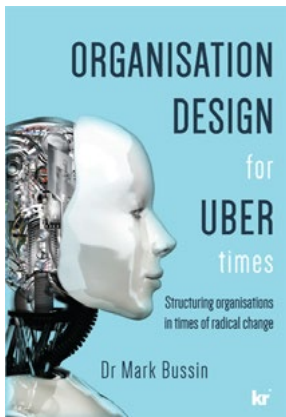
Foreword by:

Adv Thuli Madonsela "I hope this book will assist our leaders, particularly our young and corporate Leaders, to enable our country to make the much needed and desired giant leap into the inclusive, prosperous and peaceful future we all yearn for, so passionately."

COMPILATIONS FROM LEADERSHIP ... Hardcopies: R369.00 incl vat • E-version: R332.00 incl vat



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ORGANISATIONAL DESIGN FOR UBER TIMES

Structuring organisations in times of radical change

Dr Mark Bussin

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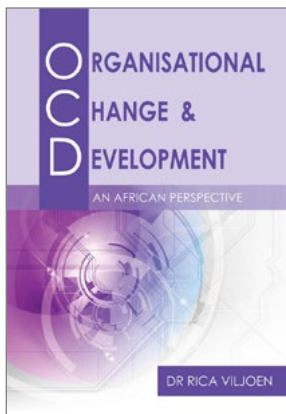
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“Doing business in Uber times” has become a metaphor for doing business in a digital world of algorithms, automation, artificial intelligence and non-stop disruption. Organisations everywhere are being forced to operate in a fast-changing, high-speed environment. Business models are being challenged and trusted values questioned. Worse still, operational margins are severely depressed.

Never before has organisation design been so important for businesses, HR and leaders.

Demographic shifts, sustained market growth globalisation and cultural and generational differences are forcing organisations to re-think the way they engage with their people.



ORGANISATIONAL CHANGE & DEVELOPMENT

An African Perspective

Dr Rica Viljoen

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Organisational Change & Development (OCD) is

designed to capture leading-edge thinking about OCD in organisations as it merges with traditional African wisdom. It manifests in issues that differ from organizational effectiveness efforts to a highly individualised craft of catalyst practitioner.

In an attempt to provide a solid conceptualisation of the field of study, a framework of inclusivity that can be followed, case studies and OCD methodologies, this book strives to combine some of the practices into reality. The book concludes with a chapter that studies international trends in organisational change and development. The assumptions of the evolving field of consulting psychology are incorporated. The multi-cultural nature of the new world of work and the increasingly diverse settings of organisations of the future ask for higher levels of complexity handling ability, systems thinking ability and the ability to be authentic.



ORGANISATIONAL DIAGNOSIS

Tools and applications for researchers and practitioners

Edited by Nico Martins, Ellen Martins & Rica Viljoen

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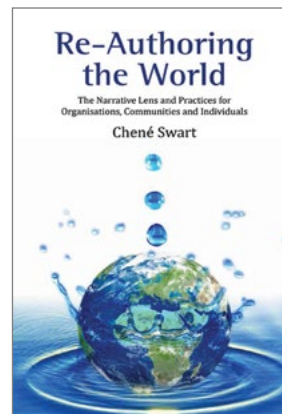
ISBN: 978-1-86922-705-0

E-version: R337.00 incl vat

eISBN: 978-1-86922-683-1

The highly experienced and knowledgeable authors of *Organisational Diagnosis* provide the reader with the necessary advice, tools and applications to conduct a successful organisational diagnosis. Readers will come to understand how to diagnose concerns/problems and leverage untapped possibilities in the organisation in order to improve and be successful in a competitive, fast-changing world.

The book consists of 13 chapters, which covers the core concepts in conducting an organisational diagnosis.



RE-AUTHORING THE WORLD

The Narrative Lens and Practices for Organisations, Communities and Individuals

Dr Chené Swart

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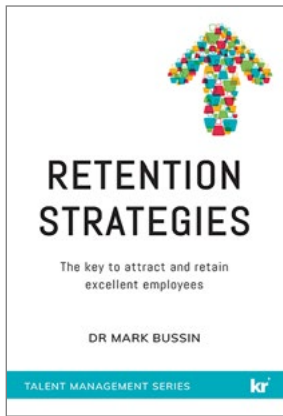
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Re-authoring the World: The Narrative Lens and Practices for Organisations, Communities and Individuals, invites readers to a transformational way of being in the world. It translates the Narrative Therapy approach and practices for people outside the therapeutic context that are interested in shifting the stories of their own lives as well as the communities and organisations that they work in. The book invites readers out of docility and complacency into active participation and accountability of the worlds that they are connected to.

This book provides different portals into understanding, and you can roam about in the chapters you are interested in. If you do not want to read the whole book, you can read short descriptions of the different parts at the start of each section.



RETENTION STRATEGIES

The key to attract and retain excellent employees

Dr Mark Bussin

ISBN: 978-1-86922-767-8

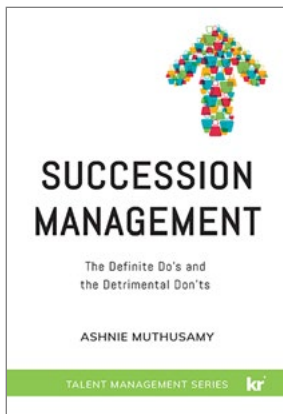
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Retention Strategies is a complete how-to book to help you implement a sound retention strategy for today's workplace. This book is essential reading for anyone who manages or leads people currently or will lead them in the future. It will give you the tools to ensure people will want to work for you, follow you and stay with you.

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SUCCESSION MANAGEMENT

The Definite "Do's" and the Detrimental "Don'ts"

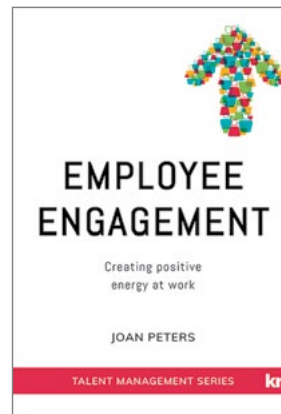
Ashnie Muthusamy

ISBN: 978-1-86922-751-7

eISBN: 978-1-86922-752-4

Implementing a well-designed succession management system, is easier said than done. It calls for a comprehensive understanding of the practice

of succession planning, particularly within the context of South Africa's BEEE and employment equity policies.



EMPLOYEE ENGAGEMENT

Creating Positive Energy at Work

Joan Peters

ISBN: 978-1-86922-814-9

eISBN: 978-1-86922-815-6

Employee Engagement: Creating High Positive Energy at Work is essential reading for anyone who currently manages people or will lead them in the future. It's also

an essential reference guide for HR executives responsible for crafting employee policy.



LEARNING IN A DISRUPTIVE AGE

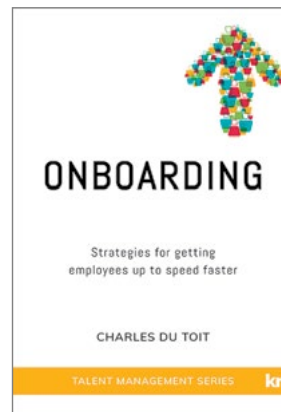
Developing sound digital learning strategies

Letitia van der Merwe and Graham Wolfson

ISBN: 978-1-86922-812-5

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Learning in a Disruptive Age explores how the modern learner uses technology to learn and what this means for your organisation from a digital learning perspective.



ON-BOARDING

Strategies for getting employees up to speed faster

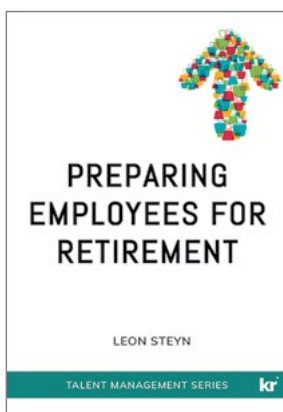
Dr Charles du Toit

ISBN: 978-1-86922-816-3

eISBN: 978-1-86922-817-0

This is an indispensable book for every CEO, board member, HR executive, talent manager and line leader who's serious about retaining top talent and committed to

delivering extraordinary employee experiences.



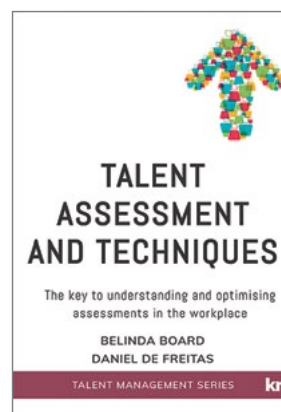
PREPARING EMPLOYEES FOR RETIREMENT

Leon Steyn

ISBN: 978-1-86922-820-0

eISBN: 978-1-86922-821-7

Preparing Employees for Retirement is a must-read for any leader who is serious about talent retention. After all, prospective retirees can continue be a great source of wisdom, skill and stability for an organisation, even after their retirement date!



TALENT ASSESSMENT AND TECHNIQUES

The key to understanding and optimising assessments in the workplace

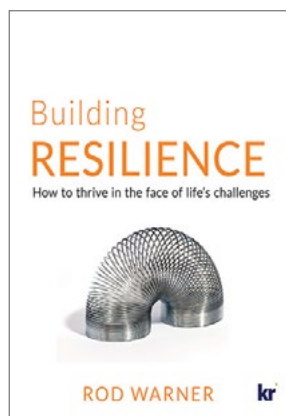
Dr Belinda Board, Daniel de Freitas

ISBN: 978-1-86922-822-4

eISBN: 978-1-86922-823-1

Talent Assessment and Techniques is a practical guide to understanding the objective contribution of assessments to the talent lifecycle

and broader business practices.



BUILDING RESILIENCE

How to Thrive in the Face of Life's Challenges

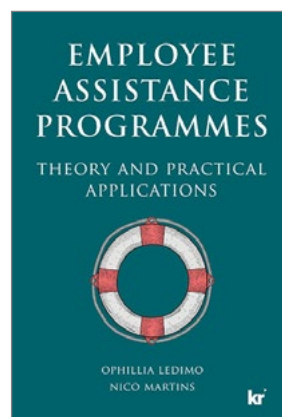
Rod Warner

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E-version: R296.00 incl vat eISBN: 978-1-86922-746-3

Imagine having abundant inner strength and resourcefulness to withstand and recover quickly from whatever difficulties life may

throw at you. With *Building Resilience* you can. This book teaches practical tools to live in alignment with your values. It shows how to prevent stress negatively affecting your work, colleagues and family.



EMPLOYEE ASSISTANCE PROGRAMMES

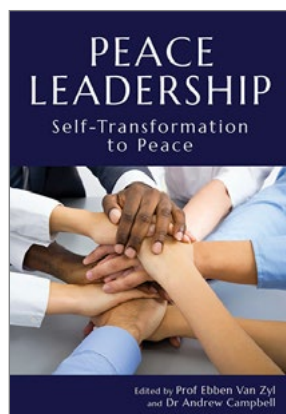
A guide for the SA practitioner

Nico Martins, Ophillia Ledimo

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E-version: R269.00 incl vat eISBN: 978-1-86922-738-8

This is the first South African book to focus specifically on the development of EAP practitioners. It provides practical guidelines to develop and implement EAP programmes, including how to conduct a needs analyses, data collection and analyses, and impact assessments.



PEACE LEADERSHIP

Self-Transformation to Peace

Edited by Prof Ebben Van Zyl and Dr Andrew Campbell

Hardcopy: R359.00 incl vat ISBN: 978-1-86922-761-6

E-version: R323.00 incl vat eISBN: 978-1-86922-762-3

In our progressively changing environment, it is of crucial importance to deepen our

understanding of peace between people and how leadership can enhance that by "leading for peace". This book proposes a useful framework for all leaders (including business, political leaders and peace developers) on how to attain peace between people.



TEAM LEADERSHIP

Theories, Tools and Techniques

Hendrik S. Kriek

Hardcopy: R359.00 incl vat ISBN: 978-1-86922-772-2

E-version: R323.00 incl vat eISBN: 978-1-86922-773-9

Team Leadership will help team leaders and members to become more effective by helping them to understand teams better. This book brings together theories and research on team design, team functioning, managing teams, team growth and more! It also describes tools and techniques that can be used to raise the performance levels of teams and help them to be optimal.



SWIMMING UPSTREAM

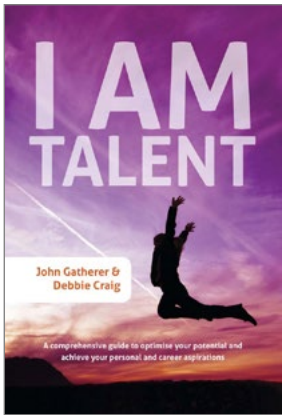
A story of grit and determination to succeed

Edited by Ebben van Zyl, Andrew Campbell & Liezel Lues

Hardcopy: R279.00 incl vat ISBN: 978-1-86922-589-6

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Shirley is a formidable woman with an amazing story to tell. She has risen to the top of the pile in both academic and business circles, and yet she has retained great humanity and empathy in the face of great personal tragedy.



I AM TALENT

2nd Updated Edition

John Gatherer, Debbie Craig

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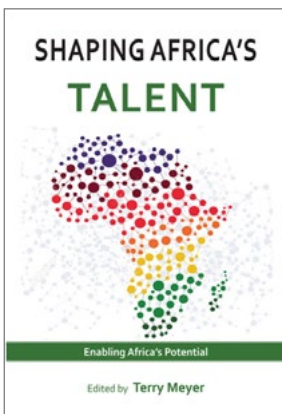
ISBN: 978-1-86922-373-1

E-version: R239.00 incl vat

eISBN: 978-1-86922-220-8

This publication is aimed at providing a comprehensive guideline and toolkit which will help you provoke and stimulate your thinking, and help you

cope and flourish in the workplace. It will support you as you take stock of your inner strengths, personal attributes, skills and capabilities, on your journey to being the best that you can be.



SHAPING AFRICA'S TALENT

Build, develop and retain talent

Edited by Terry Meyer

Hardcopy: R379.00 incl vat

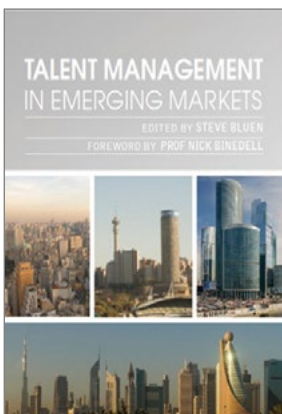
ISBN: 978-1-86922-625-1

E-version: R341.00 incl vat

eISBN: 978-1-86922-626-8

This book provides insight into what leading thinkers and organisations do to

build, develop and retain talent. The contributors comprise academics, consultants and organisational leaders, all of whom have a wealth of expertise and experience in talent management. The contributors provide high level strategic frameworks as well as practical tools to implement talent management processes.



TALENT MANAGEMENT IN EMERGING MARKETS

Prof Steve Bluen

Hardcopy: R349.00 incl vat

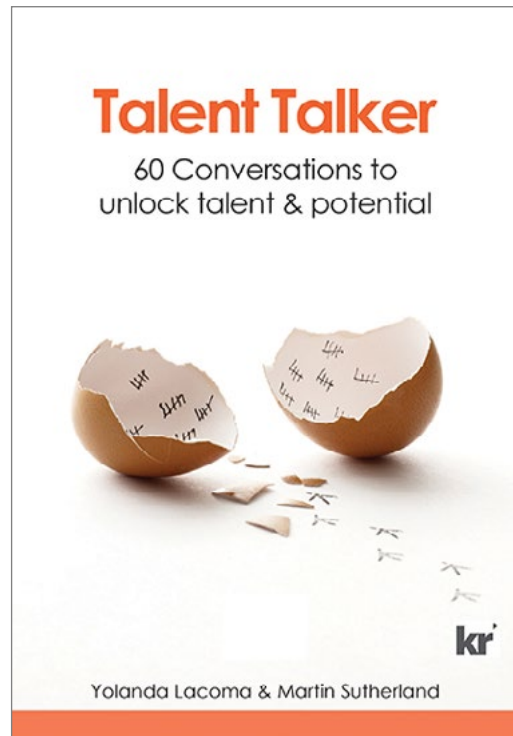
ISBN: 978-1-86922-194-2

E-version: R314.00 incl vat

eISBN: 978-1-86922-199-7

The book provides the reader with a guide to setting up a talent management function in

a multinational operating in emerging markets, including some 70 learnings and a set of key performance indicators with indicative targets to achieve when managing talent effectively in emerging markets.



TALENT TALKER

60 Conversations to Unlock Talent and Potential Growth

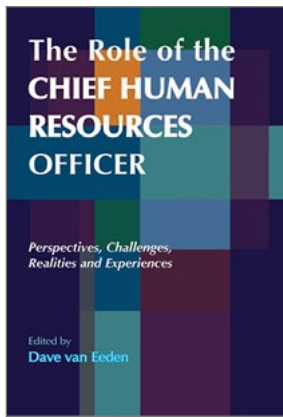
Yolanda Lacoma, Martin Sutherland

Hardcopy: R399.00 incl vat • ISBN: 978-1-86922-747-0

E-version: R359.00 incl vat • eISBN: 978-1-86922-748-7

Great people developers take an interest in others, they recognize that they didn't get to where they are on their own, and they want to "pay forward" the time that others have invested in them. Helping others unlock their talent and potential is an enormously rewarding activity, and it doesn't take very much time, just the right attitude. If you look back on your own career and recognize a talent talker in your past, you owe it to them to become one yourself. If you don't see a talent talker in your past, you need to look harder, because no one can make it on their own.

Getting managers to have development conversations is one of the most important drivers of unlocking talent and potential in your organisation. This book, and the TalentTalker.com application, makes it easy for any manager to sit down and have a development conversation. Those conversations can be about improving performance, managing a career, developing leadership skills or formulating and executing new business strategies.



THE ROLE OF THE CHIEF HUMAN RESOURCES OFFICER

Perspectives, Challenges, Realities and Experiences

Edited by Dave van Eeden

Hardcopy: R459.00 incl vat

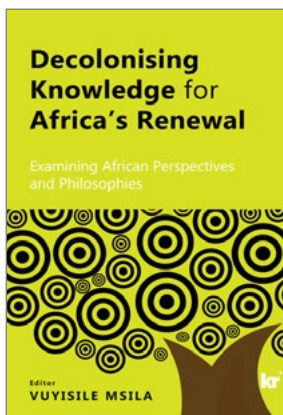
ISBN: 978-1-86922-490-5

E-version: R349.00 incl vat

eISBN: 978-1-86922-506-3

This book provides clear guidelines to HR executives charged with taking the HR function to the next level. The 23 chapters focus on the challenges which modern-day CHROs face, regardless of the type of organisation they serve.

Amongst the contributing authors are renowned industry leaders and academics such as Theo Veldsman, Shirley Zinn, Steve Bluen, Frank Horwitz, Nolitha Fakude, Penny Abbott, Mark Bussin, Barney Jordaan, Clifford van der Venter, Tjaart Kruger, Linda van der Colff, Johan Ludike, Johann Coetzee, Amanda Glaeser, Dave Duarte, Tony Davidson, Lele Mehlomakulu, Seshni Samuel, Linda Fine, Peter Warrenner and Tjaart Minnaar who share their extensive knowledge gained through years of practise in the HR field.



DECOLONISING KNOWLEDGE FOR AFRICA'S RENEWAL

Self-Transformation to Peace

Prof Vuyisile Msila

Hardcopy: R399.00 incl vat

ISBN: 978-1-86922-666-4

E-version: R359.00 incl vat

eISBN: 978-1-86922-667-1

The call for decolonisation is largely being equated with the search for an African identity that looks critically at Western hegemony. Biko sought the black people to understand their origins; to understand black history and affirm black identity. These are all embedded in the struggle to decolonise and search for African values and identities.

Featuring essays from some of the world's leading minds on African perspectives, **Decolonising Knowledge for Africa's Renewal** explores how to create a society that is devoid of colonialism and is ready for a renewed Africa. This book highlights the practical steps that need to be taken to decolonise knowledge and ultimately achieve an African Renaissance.



PERFORMANCE MANAGEMENT REBOOT

Fresh Perspective for the changing world of work

Dr Mark Bussin

Hardcopy: R450.00 incl vat

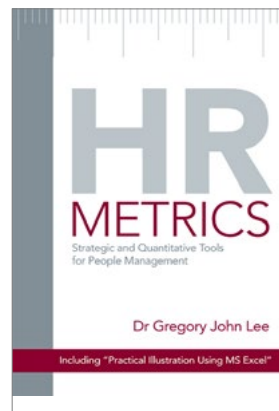
ISBN: 978-1-86922-670-1

E-version: R405.00 incl vat

eISBN: 978-1-86922-665-7

This guide will show you how to revisit your performance management strategies – use simpler tools, move towards developmental discussions, and remove or reduce 'forced' rankings. This handbook serves as a practical and convenient guide to managing performance in an uncertain, turbulent, world where companies must adapt.

After reading Performance Management Reboot you will be able to design, implement and use a performance management system that is perceived as fair by all stakeholders and which stimulates better performance.



HUMAN RESOURCE METRICS • Strategic and Quantitative Tools for People Management (Including "Practical Illustration Using MS Excel")

Prof Gregory John Lee

Hardcopy: R359.00 incl vat •

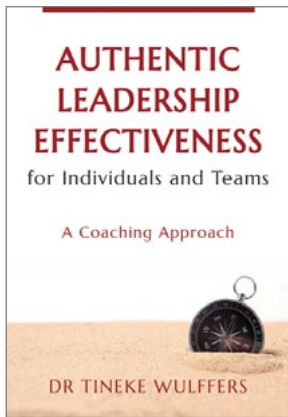
ISBN: 978-1-86922-169-0

E-version: R332.00 incl vat •

eISBN: 978-1-86922-209-3

Human Resource Metrics teaches practitioners and managers a wide range of strategic, quantitative and financial tools for assessing requirements and issues in HR. Strategic tools include broader frameworks for assessing organisational HR, such as the analysis of organisational architecture as an HR tool, process analysis and mapping for performance, and how to decide whether to outsource or externalise work in other ways.

This is the first book to approach the analysis of human resources from such a multi-dimensional aspect as well as the first to use a practical, hand-on and step-by-step approach: the book teaches the 'how to' of each technique in a step-by-step manner, including a wide variety of MS Excel examples and practice datasets.



AUTHENTIC LEADERSHIP EFFECTIVENESS

For Individuals and Teams

Dr Tineke Wulffers

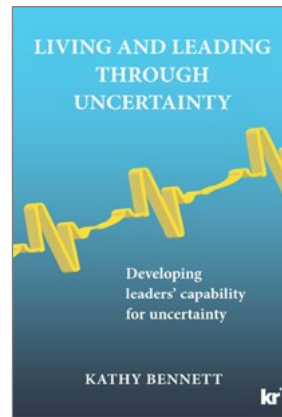
Hardcopy: R349.00 incl vat

ISBN: 978-1-86922-706-7

E-version: R314.00 incl vat

eISBN: 978-1-86922-707-4

True leadership has always been more difficult to maintain in challenging times, but the unique stressors facing organisations throughout the world today call for renewed attention to what constitutes truly positive leadership. In *Authentic Leadership Effectiveness for Individuals and Teams* Tineke Wulffers combines the best of academic research, with years of personal experience working with leaders and teams, to offer a practical guide on how to develop this type of leadership effectiveness in real life.



LIVING AND LEADING THROUGH UNCERTAINTY

Developing leaders' capability for uncertainty

Kathy Bennett

Hardcopy: R339.00 incl vat

ISBN: 978-1-86922-660-2

E-version: R305.00 incl vat

eISBN: 978-1-86922-661-9

Today's leaders are experiencing unprecedented turbulence. Trying to reduce or deny this uncertainty is a futile exercise. Leaders now need to acquire the capability to deal with uncertainty.

Her new book, *Living and Leading Through Uncertainty* offers an in-depth analysis of uncertainty coupled with self-reflective exercises to help leaders cope in a VUCA world.

Kathy Bennett is a leadership coach, part-time faculty member on coaching programmes at USB and OD consultant (with emphasis on change leadership).



COACHING LEADERSHIP TEAMS

Getting Organisational Culture Aligned

Dr Salomé van Coller-Peter

Hardcopy: R399.00 incl vat

ISBN: 978-1-86922-579-7

E-version: R359.00 incl vat

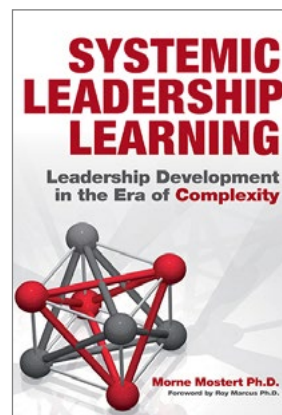
eISBN: 978-1-86922-580-3

Culture Aligned is for those leaders, team leaders, coaching practitioners and organisational effectiveness specialists who want to manage coaching projects focusing on teams and alignment successfully. It also provides a mixed-method approach to coaching.

The case studies show how the coaching process helped clients to translate their preferred culture into leadership practices, which they embraced and incorporated into their balanced scorecards and daily activities. As a result they shifted entirely to their consciously chosen culture in a short period of time.

You will find the author's research suggestions practical and thought-provoking – and a useful guide to thinking through your own team coaching model.

Coaching Leadership Teams: Getting Organisational



SYSTEMIC LEADERSHIP LEARNING

Leadership Development in the Era of Complexity

Dr Morné Mostert Ph.D

Hardcopy: R282.00 incl vat

ISBN: 978-1-86922-186-7

E-version: R296.00 incl vat

eISBN: 978-1-86922-201-7

Systemic Leadership Learning presents a radical and powerful new approach to the development of leaders that integrates four key systems, namely, the leader, the organisation, the learning content and the facilitator, in the learning process with four primary fields of study required for effective leadership. In a sense, it presents the "quantum curriculum" necessary to advance the study of leadership and the abilities of organisations, coaches, facilitators and consultants to grow the essential leadership capacity for sustainability.

"We Live in a world whose complexities are only now consciously affecting us. To lead and develop leaders in this complex world calls for 'simplicity on the other side of complexity'. This book is a serious effort to achieve that goal."
– Frik Landman, CEO of University of Stellenbosch Business School Executive Development

CRYSTALLISING THE STRATEGIC BUSINESS LANDSCAPE

Strategy analysis practices and tools for business leaders and strategy practitioners

Marius Ungerer, Gerard Ungerer, Johan Herholdt

Hardcopy: R555.00 incl vat • ISBN: 978-1-86922-587-2

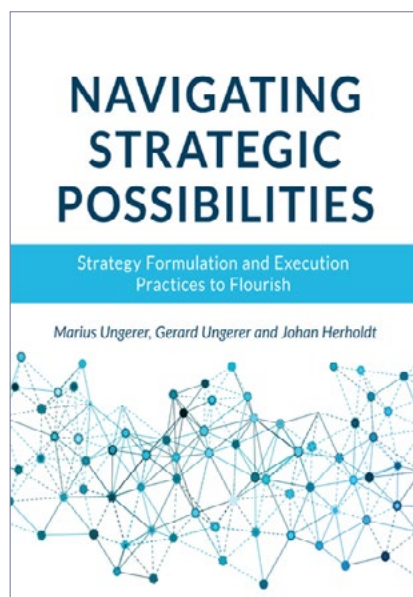
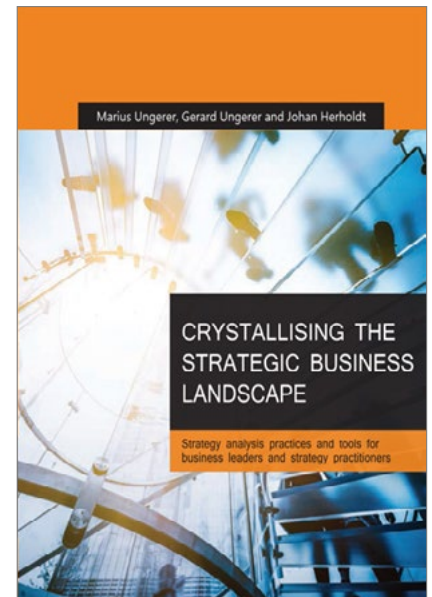
E-version: R502.00 incl vat • eISBN: 978-1-86922-588-9

Business strategy is appealing because it contains insights that promise to outsmart and outperform competitors, leading to a future that is better, brighter and more rewarding than the present. But where does good strategy start?

In their new strategy book, *Crystallising the Strategic Business Landscape*, Marius Ungerer and co-authors Gerard Ungerer and Johan Herholdt provide readers with a solid point of departure for conducting impactful, relevant and future orientated strategy analyses and syntheses.

Their approach is practice-led applications of strategic management tools that are based on sound theoretical foundations. The strategic business landscape is crystallised by viewing it from different vantage points to inform the development of strategic foresight, insight and cross-sight.

The book is aimed at scholars, leaders and practitioners who wish to learn how to analyse external and internal contexts as a starting point for understanding the current realities of organisations, and to serve as a basis for strategic decision-making. The book is thorough, yet accessible – the perfect companion for conducting strategic analysis and synthesis.



NAVIGATING STRATEGIC POSSIBILITIES

5 Steps to Your Best Year Ever!

Marius Ungerer, Gerard Ungerer, Johan Herholdt

Hardcopy: R566.00 incl vat • ISBN: 978-1-86922-623-7

E-version: R512.00 incl vat • eISBN: 978-1-86922-624-4

This book utilises multiple contemporary strategy perspectives and practices to give leaders and strategy practitioner's deep insights about the dynamics and options available in developing good and robust strategies. The core of the book is about stimulating new strategic thinking and action to enhance the competitiveness of a firm.

Navigating Strategic Possibilities involves the invention and re-invention of an organisation. Strategic leadership, as a part of this navigation journey, is an integral guiding force of the strategic choices an organisation makes to fulfil its future aspirations. In this book, the key strategic choices related to the competitive advantage and positioning of an organisation are presented in an integrated strategic architecture perspective, and the following seven strategic architecture building blocks are discussed:

- Strategic leadership as a key capacity that gives life, meaning and on-going momentum to the strategy of an organisation.
- The development of views on the external and internal strategic landscape and context of an organisation.
- Strategy formulation and development which include a menu of strategic options and choices to consider.
- The development of multiple futures perspectives for an organisation.
- Strategy execution practices to make it a lived reality for stakeholders.
- Strategy renewal and innovation practices to refresh the strategy on a continuous basis.
- Entrepreneurial leadership and strategy practices to foster both entrepreneurship and intrapreneurship.



TEAMBUILDING ACTIVITIES For South African Organisations

Hendrik S Kriek

Hardcopy: R599.00 incl vat

ISBN: 978-1-86922-576-6

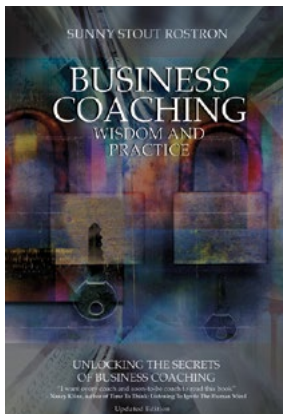
E-version: R539.00 incl vat

eISBN: 978-1-86922-577-3

Teambuilding Activities for South African Organisations is a practical, ready-to-use

compilation of activities that is ideally suited for the South African context and ensures maximum applicability in building newly formed or developing existing teams.

For this updated edition, practitioners, participants and interesting parties were invited to join in documenting new activities to showcase developed practices that will offer best of class.



BUSINESS COACHING Wisdom and Practice

Dr Sunny Stout Rostron

Hardcopy: R439.00 incl vat

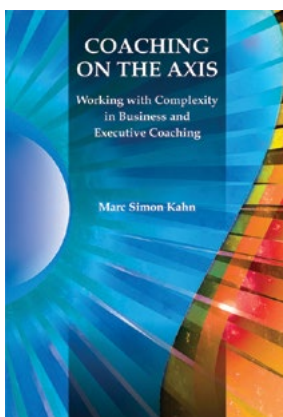
ISBN: 978-1-86922-191-1

E-version: R389.00 incl vat

eISBN: 978-1-91991-905-8

The book provides a revealing overview of the entire coaching process, examining the latest theoretical trends and cutting-edge theories and providing

practical advice: from how to pursue your own professional development to drawing up a contract with clients. resources. There is also a handy, wide-ranging assessment of the bewildering array of coaching models.



COACHING ON THE AXIS Working with Complexity in Business and Executive Coaching

Marc Simon Kahn

Hardcopy: R362.00 incl vat

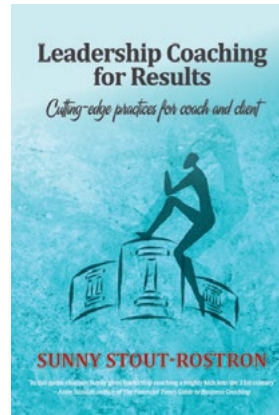
ISBN: 978-1-86922-504-9

E-version: R325.00 incl vat

eISBN: 978-1-86922-505-6

This book offers an approach to business and executive coaching

that properly aligns the practice in the culture of business through the use of a relational "coaching axis" that helps to manage the complexity of the organisation and the individual as dual clients.



LEADERSHIP COACHING FOR RESULTS Cutting-edge Practices for Coach and Client

Dr Sunny Stout Rostron

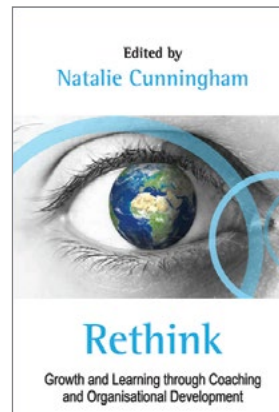
Hardcopy: R359.00 incl vat

ISBN: 978-1-86922-470-7

E-version: R323.00 incl vat

eISBN: 978-1-86922-473-8

Helping the coach and client deepen their "mastery of practice", *Leadership Coaching for Results* propels us into the best possible practices for leadership coaching in the twenty-first century. Leadership now isn't what we considered it in the past – increasingly diverse and decentralised organisational teams, and continuing economic turmoil, demand a different style of leadership development.



RETHINK Growth and Learning through Coaching and Organisational Development

Edited by Natalie Cunningham

Hardcopy: R359.00 incl vat

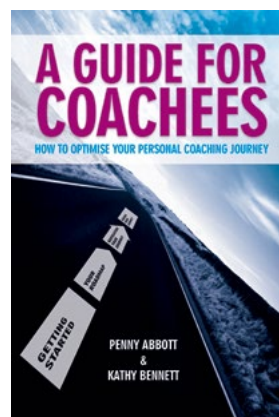
ISBN: 978-1-86922-472-1

E-version: R323.00 incl vat

eISBN: 978-1-86922-475-2

The aim of this book is to be a bridge between a practical how to book and academic rigour, so that the reader can walk away with some techniques and applications equally grounded

in academic research. This book is intended for people who want to transform organisations and want techniques and knowledge to support them in this change process.



A GUIDE FOR COACHEES How to Optimise Your Personal Coaching Journey

Penny Abbott, Kathy Bennett

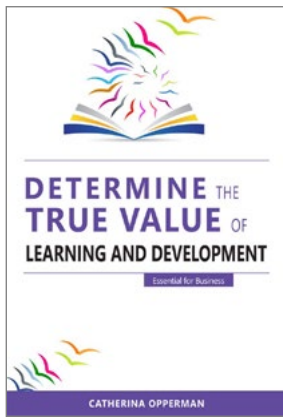
Hardcopy: R159.00 incl vat

ISBN: 978-1-86922-175-1

E-version: R152.00 incl vat

eISBN: 978-1-86922-215-4

This gem of a book is a must-read for everyone who is considering working with a coach. It is an excellent starting point in a journey that will be rich and rewarding in ways you can only imagine. Penny and Kathy clarify what to expect from coaching and the different types of coaching you can explore.



DETERMINE THE TRUE VALUE OF LEARNING & DEVELOPMENT

Catherina Opperman

Hardcopy: R499.00 incl vat

ISBN: 978-1-86922-528-5

E-version: R449.00 incl vat

eISBN: 978-1-86922-529-2

The goal of this book is to link the various processes of the learning and development cycle

to deliver sustainable impact sessions to determine the true value of learning and development. *Determine the True Value of Learning and Development* also includes practical examples and case studies.



SKILLS PLANNING FOR IMPROVED PERFORMANCE

Improve return on investment by raising the performance levels of staff

Suzanne Hattingh

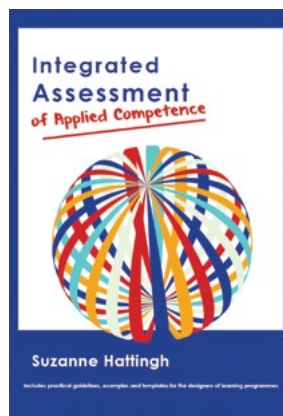
Hardcopy: R757.00 incl vat

ISBN: 978-1-86922-477-6

E-version: R681.00 incl vat

eISBN: 978-1-86922-479-0

The book will guide organisations to integrate their skills planning process into other organisational processes aimed at raising the performance levels of staff such as performance appraisals, talent management, succession planning and retention of scarce skills. It provides practical guidelines, templates, questionnaires, checklists and other tools.



INTEGRATED ASSESSMENT OF APPLIED COMPETENCE

Integrated Assessment to Avoid Fragmented Assessment

Suzanne Hattingh

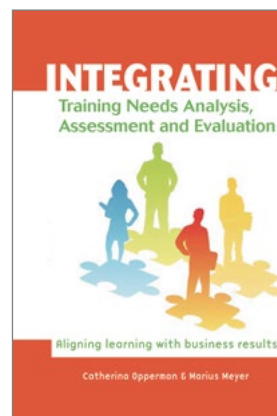
Hardcopy: R555.00 incl vat

ISBN: 978-1-86922-478-3

E-version: R419.00 incl vat

eISBN: 978-1-86922-480-6

This publication describes the planning and design of the integrated assessment of a learning programme that is focused on assessing applied competence. It provides practical guidelines, examples and templates for the designers of learning programmes, curricula and assessments to make more use of integrated assessments.



INTEGRATING TRAINING NEEDS ANALYSIS, ASSESSMENT AND EVALUATION

Catherina Opperman, Marius Meyer

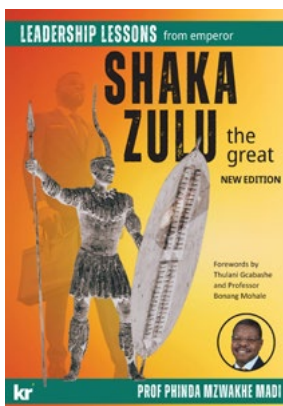
Hardcopy: R302.00 incl vat

ISBN: 978-1-86922-112-6

E-version: R225.00 incl vat

eISBN: 978-1-86922-227-7

This book presents managers, HR and people development practitioners with information, practical guidelines and step-by-step processes to simplify and integrate these practices holistically. This is achieved in a systematic way to assist alignment to business processes. The book is practical, with various tools and checklists to assist practitioners to align training with the organisation's strategy.



LEADERSHIP LESSONS from emperor SHAKA ZULU the great

Phinda Mzwakhe Madi

Hardcopy: R159.00 incl vat • ISBN: 978-1-86922-980-1

E-version: R143.00 incl vat • eISBN: 978-1-86922-981-8

The diary of Phindangene Mzwakhe ka Madi | Phinda Mzwakhe Madi

Enthralling leadership secrets from another age, another empire...

Prof Phinda Madi's journey into the rich heritage of Africa's history unearths the dramatic truth of a remarkable leader's victories and ultimate defeat. Shaka's story is heroic and inspiring. Madi brings it to life with a rich flowing narrative filled with imagery and drama which makes for a very pleasant reading experience.

What's more, by telling the full story of a real-life career of leadership—with its strong points and its weaknesses—Madi highlights essential and universal truths of good leadership. Leadership lessons from emperor ZULU SHAKA the great will provide you with the skills and insight to apply these leadership principles to maximise.