Fact Sheet

This is and Change, a globally-inspired company with a worldwide network of Change Practitioners and consultants. As Transformational Solution Architects, we support business objectives by aligning people to strategic goals, ensuring that every change initiative is adopted and sustained. We are also a Primary Affiliate of Prosci®, the leading Change Management research organization in the world.

Is in our DNA

We have an extensive background in adult education, Change Management, project management and corporate culture change, mergers and system implementation. We believe that the application of research and methodology can improve business performance and people’s quality of life and work.

The South African transformation in the 90s and our personal histories inspired us to embrace the holistic approach and the discipline of Change Management.

— 1997 Picourseware (then called Anix Trading) founded in Johannesburg, South Africa
— 2007 Prosci® affiliation
— 2010 ILS - Interactive Learning Solutions founded in Great Britain
— 2011-2016 Associated companies launch in Italy, Russia and Turkey
— 2017 Our nodes and network become one entity: and Change
Our nodes across the globe

So far, we have four main nodes across Europe, Africa and Asia where we deliver training Programs, Advisory and Consulting Services.

Countries
- South Africa
- United Kingdom
- Russia
- Turkey*

Partner Network
- Italy
- South Africa
- United Kingdom
- Switzerland
- Russia
- Turkey
- USA

*In partnership with Koç University, Istanbul

Networking events attended

As funding members of the ACMP - Association of Change Management Professionals we attend all the events related to the latest upgrades and trends in Change Management.
Our network of Partners

We are building a network of consultants and practitioners for our clients, with the objective of growing a community of professionals, whose expertise in different industries enhances our services. With more Partners from across different industries and across the globe, we can offer the right skills, experience and availability for better solutions.

**Government**
- Botswana Unified Revenue Services
- Department of International relations and Cooperation
- RSA Department of Justice
- Industrial Development Corporation
- Kenya Revenue Authority
- Lesotho Revenue Authority
- Ministry of Health Turkey
- Namibia Financial Institutions Supervisory Authority
- Railway Safety Regulator
- RSA Bureau of Standards
- Swaziland revenue Authority
- UK Vehicle and Operator Services Agency
- Western Cape Government

**Finance**
- African Development Bank
- Development Bank of Southern Africa
- Standard Bank Group
- Swiss Re
- Garanti Bank
- ABSA
- Nedbank
- Old Mutual
- Mutual & Federal
- FNB

**Mining**
- African Rainbow
- Anglo American
- Exxaro
- DRA Global

**Broadcasting**
- Multichoice
- SBC

**Logistics**
- Barloworld Logistics

**ICT**
- Internet Solutions
- Ricoh (RSA and Italia)
80% of Fortune 100 companies choose Prosci®

Hours of Advisory Services per year: 230

Our Capability Building services aim to develop Change Management at an organizational level, with tailor-made in-house workshops.

- 7 Flights per month
- 120 Clients (and counting)
Certified Change Practitioners

Over 2,000 people have attended our Prosci® Change Management Certification Programs. In addition, we have trained thousands of managers and employees, not to mention dozens of senior executives, all in 20 countries.

As Prosci® Primary Affiliate, we deliver effective Training sessions where participants work proactively on their actual projects with Prosci® tools and research-based methodology, to develop their Change Management plan.

4,500 People trained so far

Over 4,500 change practitioners, executives, line managers, employees, project managers have upgraded their skills with our Prosci® Programs.

Senior leaders, practitioners and project team members from all over the world have attended at least one of our Competency Building Programs. All participants have embraced Change Management and brought it back into their organizations and to their workflows, to integrate it as a practice. That makes for an exponential increase in the number of people who adopt change.
Please do not hesitate to ask us any question about us or about our Competency and Capability Building services. Please contact one of our representatives at your nearest node.

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