

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.

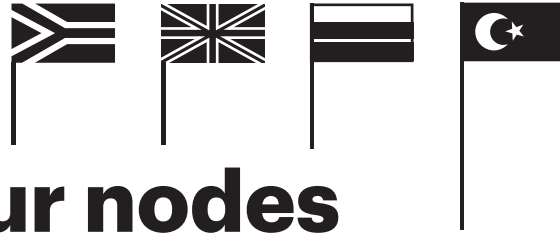
Change

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***



4 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 25

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

Logistics

Barloworld Logistics

ICT

Internet Solutions

Ricoh (RSA and Italia)

Mining

African Rainbow

Anglo American

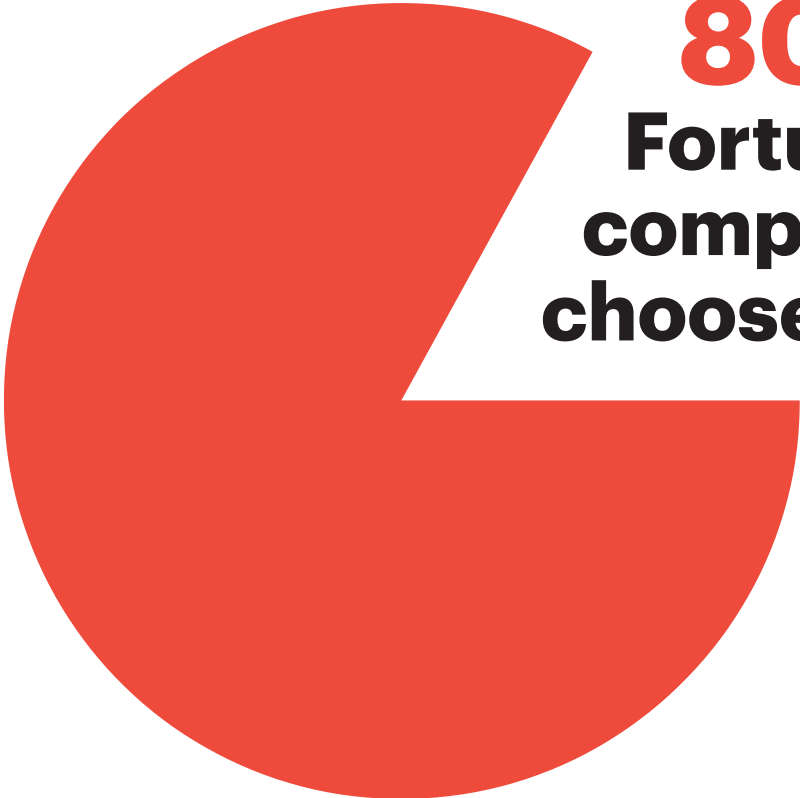
Exxaro

DRA Global

Broadcasting

Multichoice

SBC



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)

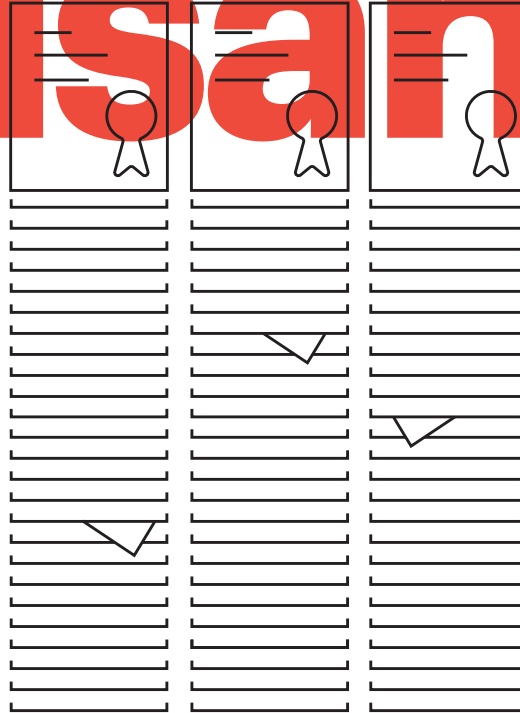


two thousand

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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