

Company Profile

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***



3 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
- Turkey

Partner Network

- Italy
- South Africa
- United Kingdom
- Switzerland
- Turkey
- USA

Networking events attended 75

As founding 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

Eswatini revenue Authority
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
UK Vehicle and Operator Services Agency
Western Cape Government
NAMFISA

Manufacturing

Sappi
Conlog
Illovo Sugar
Royal Eswatini Sugar Corporation

Finance

African Development Bank
Development Bank of Southern Africa
Standard Bank Group
Swiss Re
Garanti Bank
ABSA
Nedbank
Old Mutual
Mutual & Federal
FNB
South African Reserve Bank
African Bank
Momentum Metropolitan Life

Logistics

Barloworld Logistics
DSV

IT

Internet Solutions
Ricoh (RSA and Italia)
Microsoft
HCL America Inc.

Mining

African Rainbow
Anglo American
Exxaro
DRA Global

Broadcasting

Multichoice
SABC

FMCG

Coca-Cola
The Foschini group
Woolworths
McCormick

Consulting

LRMG
PWC
Deloitte
United Nations

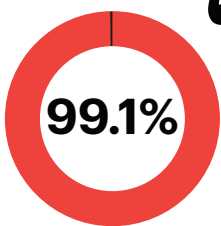
Telecoms

Vodacom
MTN
Cell-C

80% of
Fortune 100
companies
choose Prosci®

Client Feedback **270** Clients (and counting)

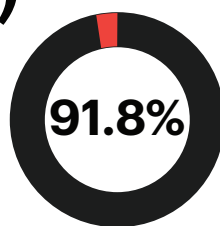
Our Capability Building services aim to develop Change Management at an organizational level, with tailor-made **in-house workshops**.



of respondents rated our program great or excellent.

“Excellent, excellent course!! One of the best ever!”

~ Chanette
Coca Cola Beverages SA

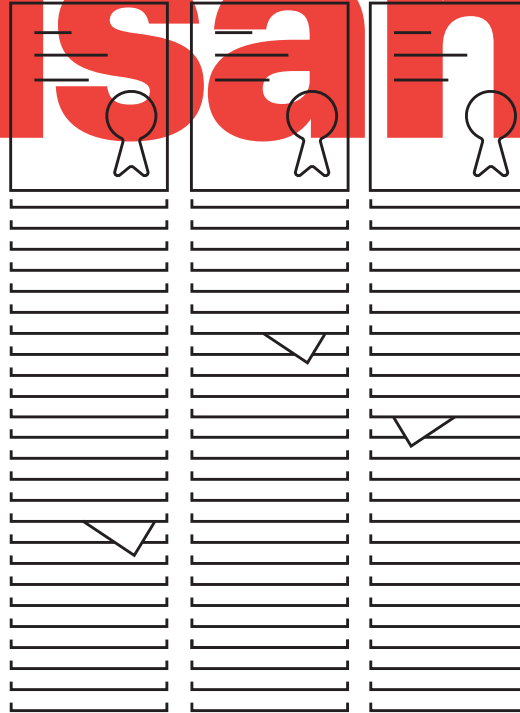


of respondents said they enjoyed the online experience in our courses

Five 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.



7,580

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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