

A. Strategic Planning: Facilitation, Workshops, Conferencing and Online Platforms

We engage with organisations, divisions and departments for strategic planning and alignment. We consult, conduct interviews, and gather historic company performance data. We use this to craft and conduct beautifully crafted, highly engaging strategic planning workshops. We formulate **a comprehensive strategic plan** that has buy-in from leadership for implementation, monitoring and review.

Pre-work | 2 to 4 Day Engagement | Post-work

1. **Create and Align** organisational strategy.
2. **Establish** mission, vision, values, long term goals and objectives, and strategic selection.
3. **Implement** strategic and operation plans, use timelines/ Gantt charts, clarify responsibilities and roles.
4. **Monitor and review** strategy periodically.
5. **Coach and work** with heads and staff in departments.
6. **Engage** employees, build teams, manage performance.
7. **Shift** institutional complacency and negative cultures.
8. **Monitor and Evaluate** implementation, progress, and remedial actions.
9. **Automate and use** planning tools and technology.
10. **Embed** positive work cultures, practices, and behaviours.



B. Human Capacity Development (In-house Training & Online Platforms)

We design and facilitate customised, in-house short courses for your staff needs. Our learning sessions are lively, engaging, intelligent and empowering. We use appropriate, top-notch, expert facilitators to deliver the following courses:

1 to 5 Day Training Sessions

Management Skills

1. Management Development
2. Supervisory Empowerment
3. Project Management
4. Values Based Leadership
5. Management for Impact (Performance Management)

Personal and Professional Skills

1. Time Management
2. Emotional Intelligence
3. Communication and Presentation Skills
4. Courageous Conversations
5. Stress Management
6. Problem Solving and Root Cause Analysis

Team Development

1. Team Building – *Indoor, Outdoor or Customised Approach*
2. Conflict Management
3. Customer Service
4. Diversity and Cultural Awareness
5. Assertiveness Training
6. Organisational Culture

Specialist Skills

1. Sales Training
2. Quality Awareness in the Workplace
3. PA and Secretary Development
4. Report Writing
5. Systems Thinking & Critical Thinking
6. Facilitator Course
7. Assessor Course
8. Moderator Course

C. Talent Management & Job Fit Assessments

Our profiling and assessment tools help clients make better decisions for recruitment, selection, job match, promotion, development, coaching and other people development decisions.

Recruitment and Job Fit

1. Profile XT (PXT) (Job Fit/ Match assessment) (total person job fit/ placement assessment)
2. Step One Survey (SOS II) (measures honesty/ integrity, substance abuse, work ethic and reliability)
3. Profiles Performance Indicator (PPI) & Team Analysis (PTA) (DISC based assessment for the individual, manager and team development)
4. Sales Assessment (PSA) (sales related job fit/ placement assessment)
5. Customer Service Profile (CSP) (customer service/ administration related job fit/ placement assessment)

Career & Study Paths

6. Career and Succession Planning Fit – using a registered career counselor/ psychologist.

Evaluating Top Management (incorporated for Performance Management)

7. Using 360 Multi-Rater Feedback: Checkpoint 360 Survey (leadership rating and feedback from variety of work colleagues)



Owner | Facilitator | Consultant



Anil Salick is the founder and managing member of **Synergistic Outcomes CC**, established in 2004. He is a confident, professional, and highly experienced facilitator and trainer, who has worked with more than 200 companies in 11 African countries over the last 23 years. He has facilitated various strategy, leadership, management, supervisory, and personal and professional development programmes in many industries.

Anil has etched a positive reputation working within the higher education sector: executive managers, divisions, faculties, departments, academics in terms of strategic planning, implementation, and performance management. He brings a wealth of knowledge and experience having worked in university, government, corporate, private, and small business sectors.

Anil is self-motivated, independent, a critical thinker, entrepreneurial, inspiring and believes that trust and collaboration helps us achieve much more than we could do alone.

Contact me for a free consultation session!