



Brave Inflexions

COMPANY PROFILE





MESSAGE FROM THE FOUNDER

Leadership is key to humanity's survival. However, we need to redefine our understanding of leadership and what is required as we move into an ambiguous non-linear future that requires a fluidity we are not accustomed to.

I created Brave Inflexions in response to a growing distress I was feeling in watching humanity dealing with increasing complexity in a less than optimal way. That is a complexity which we have created and are collectively allowing to spin out of control in some key areas.

Every day I see things that deepen my belief that strengthening our leaders to navigate today's challenges, while shaping a better future for all, is an absolute imperative. I think deep down we all know it, but in the busyness of daily life we are not giving enough attention to it and are therefore lagging in bringing about the necessary changes.

First, lead yourself

A leader's strength starts with the ability to lead self. In order to lead self, one must first know and understand yourself and how you impact on and are impacted upon by the collective.

Facing yourself takes a fair amount of courage. One needs to be very brave to bring yourself to a point of brutal honesty with self. It is in the inflection points, when we need to make decisions, when the courage is needed the most.

We do however need to recognize those inflections points when it matters most. This can be easier said than done and why it is often wise not to walk alone.

Brave Inflexions seeks to walk alongside leaders as they increase their own leadership capacity as well as steer their teams and organisations in the process of value creation, value optimization and value preservation.

Leading corporate citizens

Organisations are corporate citizens of the countries they operate in. Leaders should ensure that, in every decision they make and every action they take, they take into consideration the impact on both the internal and external stakeholders. The important question that leaders should ask is this: Are we making a net positive or net negative contribution to society?

The impact the organization has on society is not only profound in the here and now, but inevitably will ripple into the future. Leaders must therefore think of the corporate citizen as a responsible citizen for today and tomorrow.

This practice seeks to assist leaders in the following dimensions: Leadership, Governance, Organisational culture, Ethics, and Whistleblower support

Brave Inflexions provides leaders with a trusted strategic advisor who assists them in entering the eye of the storm where they can think, see, and navigate with clarity. My ultimate goal is to help leaders become the best versions of themselves, while making a real positive impact on society.

I look forward to working with you.

Dr Claudelle von Eck





About **BRAVE INFLEXIONS**

Brave Inflexions is a proudly South African company, with a **Level 1** BBB-EE status, wholly black female owned, and with global reach. National Treasury Supplier database number: **MAAA0883654**

Brave Inflexions' primary objective is to assist leaders through professional and organisational Inflection points where courage is required. We help leaders become better versions of themselves and in turn create great teams and lead exceptional organisations. Our interventions are designed to be customised based on our clients' needs and unique circumstances.

PURPOSE

To empower leaders to lead exceptional organisations and create a better future for all.

VISION

Ethical organisations making a meaningful contribution to the economy and society as a whole.

MISSION

We empower leaders and organisations by walking alongside them and utilising relevant customised interventions in:

Leadership
Strategy
Governance
Ethics

VALUES

Integrity
Courage
Responsibility
Transparency
Purpose in
Collectivism





WHAT SETS BRAVE INFLEXIONS APART

#1 — MORE THAN 30 YEARS OF EXPERTISE

The Founder has walked the talk. With more than 35yrs of leadership experience, which includes executive, non-executive and international experience, leaders who work with Brave Inflexions are assured of a level of competence that they can rely on.

#2 — BLENDED APPROACH

Leadership interventions cannot be one-dimensional. Brave Inflexions looks through multiple lenses when assessing the client's needs and brings to the table a multi-dimensional approach in its interventions.

#3 — MULTI-DISCIPLINARY

In serving the client's needs the following disciplines are incorporated:

- Leadership, Team Dynamics and Performance Management
- Lessons from the field of Neuroscience
- Lessons from the field of Epigenetics
- Ethics
- Governance and Risk Management
- Lesson from the Enneagram

#5 — CROSS-SECTORAL

We make a point of bringing leadership lessons from other sectors while zoning in on the particular dynamics of the client's sector. This helps the client to think broader than the box they may have been operating in.

#4 — CUSTOMISATION

All interventions are customised, to ensure that the client's needs are met. The Brave Inflexions approach is to acknowledge that all organisations have their own nuanced challenges and need tailored programs that take the nuances into consideration. First, we listen, then we propose solutions or interventions.

#6 — COURAGE AND TRUST

We don't shy away from having the difficult conversations, especially where the client has to deal with ethical dilemmas, conflict resolution, complex inflection points and the like. This, we are able to do because our clients trust us to work in their best interest and that conversations are always deemed confidential

AREAS OF FOCUS



LEADERSHIP

Directors
Executives
Senior Managers



ETHICS

Training
Ethical dilemma
navigations



STRATEGY

Strategic Advice
Facilitation



GOVERNANCE

Governance Training
Induction



CULTURE

Culture turnaround

SERVICES

BOARD SERVICES

EXECUTIVE SUPPORT

CULTURE
TRANSFORMATION

STRATEGIC ADVICE
AND FACILITATION

CONFERENCE KEYNOTE



BOARD SERVICES

THE TRANSCENDENTAL DIRECTOR

BOARD CONTINUOUS DEVELOPMENT

- Board induction
- Training



Strong boards evolve continuously

The whole is greater than the sum of its parts



COACHING

- Individual coaching
- Board team coaching
- Hybrid coaching

BOARD DYNAMICS

- Board culture assessments
- Board culture interventions
- Conflict resolution



Healthy Boards lead healthy organisations



EXECUTIVE SUPPORT

THE TRANSFORMATIONAL LEADER

EXECUTIVE CONTINUOUS DEVELOPMENT

- Tailored Leadership programmes
- Bite-size leadership interventions



Future fit leaders learn and adapt

COACHING

- Individual coaching
- Team coaching
- Hybrid coaching



Strong, high performing executive teams are central to winning organisations

TEAM DYNAMICS

- Executive Team culture assessments and interventions
- Conflict resolution



Cohesive executive teams lead stronger organisations



CULTURE TRANSFORMATION

THE CONSCIOUS ORGANISATION

CULTURE TRANSFORMATION

- Culture assessments
- Culture blueprint determination
- Culture change interventions



Future Business configures and device's monitoring



Client sets

indicators and dashboard



CULTURE COACHING

- HR team guidance on leading culture transformation journeys
- Internal audit guidance on auditing organisational culture

LEADERSHIP READINESS

- Board training on the Board's role in culture transformation
- Training executives on leading culture transformation journeys
- Training middle managers and supervisors on leading culture transformation from the middle



Future Business develops indicators and dashboard



CULTURE TRANSFORMATION

THE FORWARD-THINKING ORGANISATION

STRATEGIC ADVICE

Assisting boards and executives in navigating new territory, ethical dilemmas, and difficult inflection points:

- Leadership and governance
- Retention of female leaders
- Ethics
- Organisational culture and future focused change
- People risks
- Conflict resolution
- Rehabilitation and Restorative Justice for errant employees and suppliers
- Whistle-blower support



Sounding boards
bring clarity


Different
perspectives bring
greater
understanding



CONFERENCE KEYNOTE

- Leadership
- Ethics
- Culture
- Restorative justice

FACILITATION

- Strategy planning sessions
- Risk Workshops
- Conflict resolution workshops



There is wisdom in
the collective



BESPOKE LEADERSHIP TRAINING

TRANSCENDENTAL DIRECTOR SERIES

- Transcendental leadership
- Why Governance Principles Fail
- Dysfunction on Boards
- The impact of the Board's culture on the organisation
- The Board's role in building an ethical organisational culture
- The Board's role in a crisis
- Why organisations fail to retain female leaders

TRANSFORMATIONAL LEADERSHIP SERIES

- The Executive Team's role in building an ethical organisational culture
- Leading through the layers
- Developing courageous and empathetic leaders – navigating VUCA and BANI
- Leading through inflection points
- Leading through change and uncertainty
- Leadership crisis vs crisis leadership

Disciplines drawn from

- Leadership
- Governance
- Ethics
- Behavioural science
- Neuroscience
- The Enneagram
- Quantum physics
- Epigenetics



CUSTOMISED LEADERSHIP TRAINING PROGRAMME DESIGN PROCESS



STEP
04

STEP 4

- Impact assessment
- Report to the Principal/Sponsor

STEP
03

STEP 3

- Onboarding participants
- Intervention delivery

STEP
02

STEP 2

- Intervention design
- Logistics planning

STEP
01

STEP 1

- Meet with Principal/Sponsor
- Assessment of needs and budget
- Intervention scoping
- Presentation to and approval by Principal/Sponsor

Why engaging a Coach is useful

ACCELERATED GROWTH

- Enhance self-knowledge and self-regulation
- Understand your blind spots, fears, motivation, and triggers that may hinder you from growing at the pace you should
- Understand how you affect others around you and increase emotional intelligence
- Develop growth strategies that will propel you forward in fulfilling your purpose
- Shake the shackles if you grew up in a disadvantaged community

IMPROVED LEADERSHIP SKILLS

- Become better equipped to motivate and lead teams effectively while leveraging and channeling individual and collective strengths
- Improve decision-making skills
- Transition smoothly to higher leadership positions
- Transition smoothly from operational leadership to oversight positions
- Increase your ability to read the room and respond appropriately
- Understand and consider different views and realities, to shape informed decisions and actions

NAVIGATE DILEMMAS AND INFLECTION POINTS

- Make sound decisions at crossroads
- Navigate ethical dilemmas
- Survive toxic environments and land on your feet
- Deal with corporate politics appropriately

INDEPENDENT SOUNDING BOARD

- Gain clarity around key decisions
- Effective problem solving
- Test ideas with a sparring partner

ATTAIN YOUR GOALS

- Bring clarity around your purpose and goals
- Understand what is needed to achieve your goals through smart actionable measures
- Increase productivity
- Become agile in reshaping goals and direction of travel in shifting environments

LEAD LEADERS

- Lead more effectively through the layers of leadership
- Assist leaders in your sphere of control to become better team leaders
- Lead peers from your position in the eco-system
- Build an ethical high-performance organisation
- Build a responsible corporate citizen

BUILD COHESIVE TEAMS

- Improve interpersonal relationships
- Improve Board team culture
- Improve Executive team culture
- Improve organizational culture

PRODUCTIVE TEAMS

- Enhance the strengths in the team
- Identify and address the team's stumbling blocks
- Become a more effective team within the broader eco-system
- Increase collective productivity





Coaching To and Through Inflexion Points

The Coach creates a safe, positive space where you can leave the noise behind and invest time in your creative thinking, self-development, and continual evolution.

Coaching is a process in which we assist our clients in finding the solutions and answers they seek. In a fast-paced world that is becoming increasingly more complex, it is becoming more difficult to not feel overwhelmed and unable to see solutions that may be staring you in the eye. Being constantly on the treadmill allows little room for reflection and thus hinders us from getting to optimal productivity.

In the coaching process, we challenge the client's awareness and help them to crystallise their ideas and goals as well as gain clarity around their options and resources. We walk alongside the client as they put together their action plans and strategies that enable them to overcome their obstacles, whether within themselves or in their surroundings, be productive, and attain their goals.

Awareness is key to changing outlooks, perceptions, beliefs, and, consequently, behaviour. In the coaching process, the client becomes more aware of the elements they need to change within themselves and within their sphere of control to attain their goals.

Our primary objective is to facilitate a process in which the client helps themselves. We recognise that the client must create their own solutions and own them. Our role is to create an enabling process in which the client can craft them. We specialise in working with people in leadership positions who are at an inflexion point in their lives, jobs and careers as well as aspiring leaders on a fast-tracked career path, especially those from disadvantaged backgrounds.

We offer a range of coaching options based on the client's needs and the complexity of the circumstances through which we need to coach the client. These range from a few one-hour online sessions to packages that include assessments and longer-term structured sessions.

The cost is determined by the complexity and length of the coaching engagement. We will provide you with a quote once the scope of the coaching engagement has been determined.

One-on-one Coaching

These sessions are individual coaching journeys. Executives and Non-executive Directors who want to improve their ability to steer their ships. In the case of corporate clients, where the company is the sponsor, the journey may include Triad sessions based on the client's needs. Where Triad sessions are included, the individual's line manager may be included in one or two sessions to be apprised on goals set and for progress updates.

Group Coaching

There are times when executive teams and boards find themselves at inflection points, where an intervention would be useful to get them to the next level of performance, resolve internal conflict, identify areas of development, and improve the culture of the team, which in turn has an impact on the organisation. It is, however, wise not to wait until there is a crisis before seeking interventions. Group coaching sessions are designed to ensure deep engagement and are premised on themes identified by the team, with the assistance of the coach.

Hybrid Coaching Programmes

Hybrid programmes combine group coaching sessions with individual sessions. The team and the coach agree on themes that will be explored during the group sessions, where intense deep dives ensure that team members are aligned and increase collective maturity and accountability. In a parallel process, the individual team members have their own sessions with the coach to explore their own needs and ensure personal growth. These programmes address the needs of the team while recognising the importance of individual journeys in strengthening the collective.

The Enneagram as a key coaching tool

WHAT IS THE ENNEAGRAM?

The Enneagram is an archetypal model of 9 Types and 27 Subtypes used for personal development from an open systems perspective. It does not box people in but rather measures where you resonate.

The Enneagram is a layered system that provides deep insight into core motivations and fears that drive behaviours, and where interaction and intervention are needed.

It therefore explores deeper layers of personality in understanding human nature and consciousness. It is an invitation for growth.

HOW I USE THE ENNEAGRAM

I use the Enneagram as a valuable tool in both Individual and Team coaching journeys.

- At the level of the individual, it is about personal growth and increased maturity and productivity. It also helps in increasing leadership range of motion.
- At the level of the team, it is about collective growth, better working relationships, increased productivity, and the team's improved image and relationship with others and other teams within the broader organisational eco-system.

The Enneagram is for those who want to:

- Have a deeper understanding of what really 'makes them tick'.
- Are ready to deal with those pesky behaviours that hold them back from living their full purpose and potential, and from being truly exceptional.
- Want to become better leaders and increase their productivity and impact.
- Land on their feet as they move through difficult inflection points in their lives and/or careers.

WHY WE USE THE ENNEAGRAM

I had been exposed to numerous personality profiling systems in the course of my career by the time I encountered the Enneagram for the first time. The Enneagram was a real eye-opener for me. When I was first introduced to this system, I immediately recognised its value in seeing myself reflected in a mirror that challenged me like no other. Its transformative nature spoke so loudly to my purpose, and how I see coaching, that I immediately set out to learn everything I could about it. That led to me becoming an accredited practitioner. I have watched it help so many of my clients through their transformative journeys that I cannot deny its evolutionary power.

WHAT THE ENNEAGRAM REPORT INCLUDES

The professional Enneagram Report is among the most comprehensive. It gives insight into, inter alia,

- How you use your 3 centers of intelligence (Head, heart, gut)
- Your instincts and how they influence your actions and decisions.
- Your worldview, motivation, blind spots, and core fears, as well as how to adjust for growth.
- Communication style and feedback guide
- Dealing with conflict, decision making, and team behaviour
- Leadership and management.

The report is filled with development exercises designed to promote personal growth based on the individual's profile.

The Team Report brings everything together, helping the team see and understand their dominant style, their strengths and blind spots, and how they can collectively improve and increase their productivity and make a positive impact.





Enneagram Reports

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The report is filled with development exercises designed to promote personal growth based on the individual's profile.

WHAT THE TEAM REPORT INCLUDES

The Team Report gives insight into **Team style Traits**

- The unique behavioural dynamics and interaction patterns that surface within a group. It essentially defines how the group functions, communicates, and progresses towards its objectives.
- The beliefs and norms that give the team 'character', and influence how its members see their purpose, roles and responsibilities.
- Which types your team is less connected to and how you would benefit from accessing these new perspectives.
- The Centers of Expression relate to how we show up in the world and how we are likely to be perceived by others. Delve into your team's dominant Center and those less prominently expressed, illuminating your primary business strategies.
- Discover unique strategies on how you can develop individually and collectively.
- Insights to assess your subjective collective stress levels across five domains: Interpersonal, Environmental, Psychological, Physical, Vocational, Happiness .
- The team's fundamental structure in relation to instincts.
- The team's preferred Interaction Styles and Conflict Styles and reflecting any potential tensions within the team.
- Comparing the Team Leader's core Enneagram Type with the Team's.

The report is filled with development exercises designed to promote personal growth based on the individual's profile.

The Team Report brings everything together, helping the team see and understand their dominant style, their strengths and blind spots, and how they can collectively improve and increase their productivity and make a positive impact.

The background of the entire page features a dark, textured surface with diagonal lines. At the top, there is a horizontal band of a sunset or sunrise sky with orange and blue clouds. In the lower-left foreground, a hand is holding a glowing yellow lightbulb, with several small, glowing orange particles floating around it. The overall theme is one of ideas and innovation.

Strategy Meeting Facilitation

Some of the potential pitfalls' leaders have to contend with when going into strategy sessions include inter alia:

- Going into group think, especially when there are one or two dominant voices that steer the group in a particular direction.
- Not challenging each other to think outside of the normal parameters.
- Not fully tapping into the insights of the directors and executives.
- Remaining in an echo chamber, especially where there is lack of diversity of thought.
- Drowning out of important, but soft voices.
- Allowing biases and prejudice to cloud judgements.
- Political games being played.
- Not doing enough homework and therefore missing important issues in the broader context that may have a fundamental impact on the organisation.
- Ineffective use of meeting time.

Meeting facilitation has many benefits that put the organisation in a position to get real value out of strategic sessions and thus not only an immediate return on investment but contribute to the long-term sustainability of the organisation. Benefits include:

- The facilitator is a neutral independent third party, who has not been part of any historical politics and can therefore remain impartial and help pull parties together and aligning them around the strategy, intent and decisions.
- The group being challenged to think broader than their normal frame of reference.
- Utilising a model that is designed to extract maximum value from the group deliberations.
- Helping to ensure that all voices are respected and heard.
- Unearthing unresolved issues that are hindering progress.
- Professional management of dysfunctional group behaviour.
- Assisting the group to co-create an outcome that everyone buys into.
- Driving the group to accountability.
- Efficient use of meeting time.

The facilitator, who is independent, can help the team streamline and accelerate thought processes, think outside of the box and ask questions insiders may not think to ask themselves.

Typical Facilitation Process

STEP 01

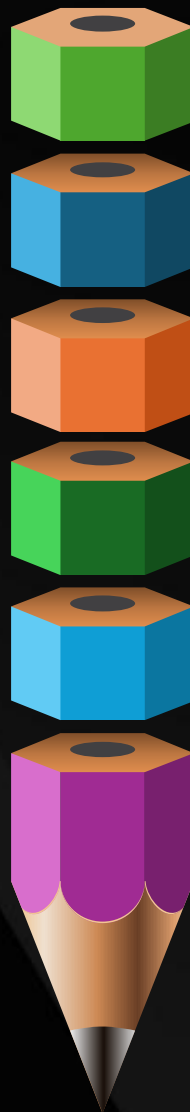
We meet with the delegated official/s from the organisation to understand the needs of the client at a high level and to determine whether we are a good fit for the organisation. This consultation is free and the meeting may be face-to-face or via video conference call. Our process of asking questions may help the client crystallise for themselves what they need to achieve and what the ultimate purpose of the strategy meeting is. It also helps us to understand what the client does not want, what has not worked in the past, what underlying political issues may hinder the process and how open the client is to change.

STEP 02

Once we have a good idea of what the client's needs are, we prepare a facilitation proposal that outlines the approach we will take and the outcomes the client wants to achieve. The proposal includes any recommended pre-work and describes what will be included in the post-meeting report. The proposal is accompanied by a quote that includes all work to be done by the facilitator.

STEP 03

The pre-work is done, which includes reviewing of background documents and any research or environmental scans that have been agreed upon. This may also include surveys to be conducted in the organisation and/or among stakeholders of the organisation. Once the pre-work is done, we analyse and summarise it in a format that is easily digestible and most impactful in the strategy formulation process.



STEP 04

When we facilitate the strategy meeting we work toward ensuring maximum participation and encourage deep application of mind in the formulation of the strategy. Our role is to assist the group in its co-creation process and craft a strategic plan that will propel the organisation forward. In the process we help the group to identify those factors that may become hindering factors in the implementation of the plan and what the organisation needs to do to ensure that the plan does not eventually just gather dust on a shelf.

STEP 05

We produce a meeting report which captures what the group did and agreed on as well as what the next steps are. We leave the client with a well-defined, uncluttered strategic plan that captures the essence of the strategy and is easy to sell to the rest of the organisation.

STEP 06

We follow up after the meeting report has been published and evaluate acceptance of the plan throughout the organisation and, where necessary, critical stakeholders.

STEP 07

We provide recommendations of what the organisation needs to put in place before it will be in a position to successfully implement the strategy.



Conflict Resolution Facilitation

Conflict in organisations is a natural outcome of human beings working together in the same space. Teams consist of different personalities, people from different backgrounds, worldviews and levels of emotional maturity. This can at times be a recipe for significant conflict in the team.

While a bit of tension is not always a bad thing, as it can stretch the team and make it stronger, negative conflict can create havoc in the team. When this negative tension occurs at the level of the top leadership it can have dire consequences for the organisation which can include, inter alia:

- Poor or slow decision making
- Poor performance
- Lower levels being paralysed
- Conflict spreading in the organisation
- Low staff morale and untimely exits
- Negative impact on the health of both leaders and employees, mentally and physiologically

Astute organisations therefore ensure that conflicts are dealt with in a timely and healthy manner. When the conflict is in the top layer, it may be most prudent to procure the services of an independent external facilitator to assist the team in dealing with the conflict.

CASE STUDY

In Company X the Board and the Executive team found themselves at odds with each other, with a growing rift and increasing toxicity. The result was that less time was spent on the important strategic matters, decision making slowed down and the levels of anxiety spiked. The toxicity spread in the organisation as people watched their leaders fighting and some started to take side. The overall trust in the leadership's ability to steer the ship was at an all-time low. Brave Inflexions' approach:

STEP 01

All Board members and Executive team members were interviewed to gain a full understanding of the root causes that are underlying the symptoms manifesting in conflict.

STEP 02

I compiled a report that served as a mirror to the leadership.

STEP 03

I assisted the leadership through difficult conversations in a workshop. The outcome of the workshop was agreed upon solutions, interventions and actions.

STEP 04

I had follow-up one-on-one interviews with each of the individuals who participated in the workshop three months later, to determine whether the team has made progress against their resolutions.

STEP 05

I presented the leadership with a final report with recommendations.

STEP 06

Interventions implemented by the client with some assistance from Brave Inflexions.

CULTURE INTERVENTIONS

Culture is one of the most important factors a board should keep an eye on. This is in the context of the fact that it is not without good cause that culture is often described as the invisible monster that eats strategy for breakfast (Peter Drucker adapted). Boards should therefore ensure that the organisational culture is high up on their agendas and in particular ensure that:

- The Board has approved a culture blueprint
- The Executive team is ensuring that the blueprint is implemented
- The Board receives reliable feedback on the state of the organisation's culture
- The Board satisfies itself that management's interventions are adequate and producing the desired results

CASE STUDY

The leadership of a division in a multinational company had become concerned about the culture in the division as the organisation's culture survey showed a year-on-year deterioration in the employees view of the culture of the division. Brave Inflexions was called upon by the leadership to assist in turning the culture around.

STEP 1

ASCERTAIN THE CURRENT STATE OF THE CULTURE AND IN PARTICULAR THE UNDERLYING ROOT CAUSES.

- One-on-one interviews with a sample of the employees to surface the root causes as the survey results only gave an indication of the symptoms
- Workshops with Supervisors to validate the results and add their views
- Workshop with the top team to present results

STEP 2

DETERMINE DESIRED CULTURE

Workshops to determine the desired culture.

Determine the gap between the current culture and the desired culture.

STEP 3

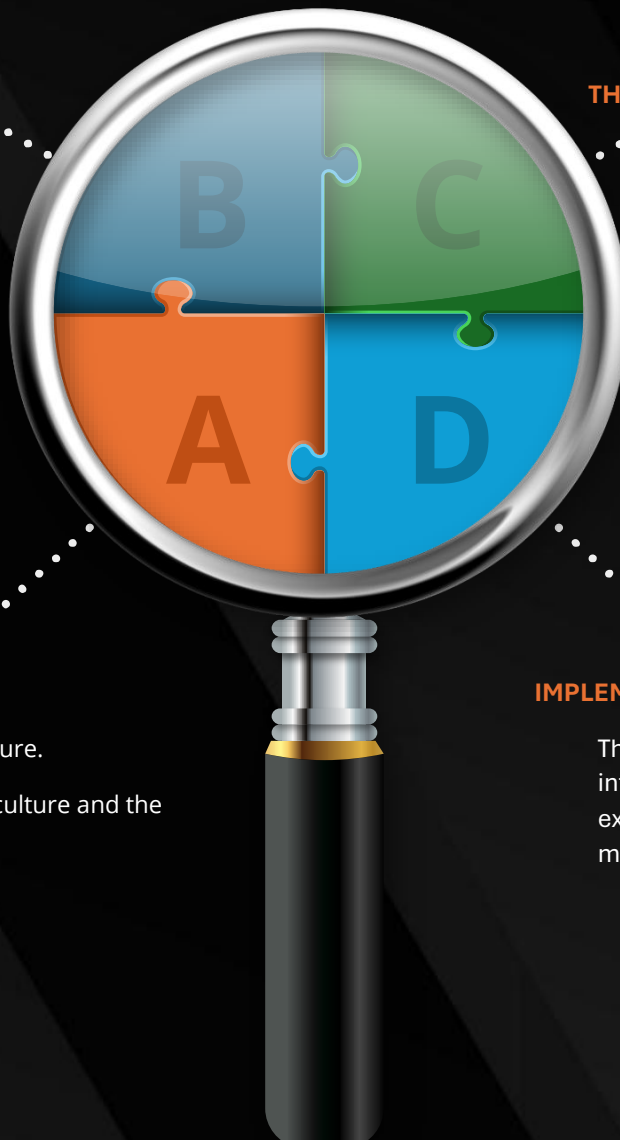
DESIGN INTERVENTIONS THAT ADDRESS THE IDENTIFIED GAPS

Design interventions to address the culture gaps identified

STEP 4

IMPLEMENTATION OF INTERVENTIONS

The top team to implement interventions, which includes executive coaching for the management team



CULTURE INTERVENTIONS

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STEP 1 CULTURE ASSESSMENT

Individual interviews with staff from all levels across the organisation.

Multiple workshops, consisting of staff across the organisation, were held to validate the results from the interviews



STEP 2 CULTURE BLUEPRINT AND INTERVENTIONS

Multiple workshops, consisting of staff from all levels across the organisation, were held to determine the ideal culture. During the workshops gaps were identified between the current culture and the ideal culture. The next step was to identify interventions designed to close the gaps.



STEP 3 EXECUTIVE TEAM

A workshop was held with the Executive Team where the culture blueprint and the interventions were presented for refinement and approval.



STEP 4 BOARD

The final culture blueprint was presented to the Board for approval.



STEP 5 IMPLEMENTATION OF INTERVENTIONS

Brave Inflexions assisted in leadership training. This included Enneagram assessments and training for all staff in management positions. The Enneagram interventions assisted managers to understand their contributions to culture and what adjustments they needed to make individually based on their profiles. The Executive Team Profile provided the team with insight around how they show up collectively and what adjustments are needed for the team to have a more positive impact on the culture.



STEP 6 IMPACT ASSESSMENT

Regular impact assessments to ascertain the effectiveness of interventions and shifts in the culture



Strategic Advice

Our advisory services focus on the people dynamics within organisations, whether in the domain of governance, leadership, retention of female leaders, culture, people risks, ethics, rehabilitation and restorative justice, as well as whistle blower support. Organisations may have the best strategies in the world, but if the people dynamics are dysfunctional or toxic, organisations operate at a suboptimal level or, at worst, fail. In the process the organisation has a net negative effect on both its employees and the broader society.

The following categories of leadership benefit from our services: Boards, Committees, Senior leaders, HR teams, and internal auditors.

EXECUTIVE LEADERSHIP

Leading change

Leading through
crises

HUMAN RESOURCES

Identifying people
risks

Developing human
capital strategies
and culture
interventions

BOARDS/COMMITTEES (Human Capital, Audit, Social and Ethics)

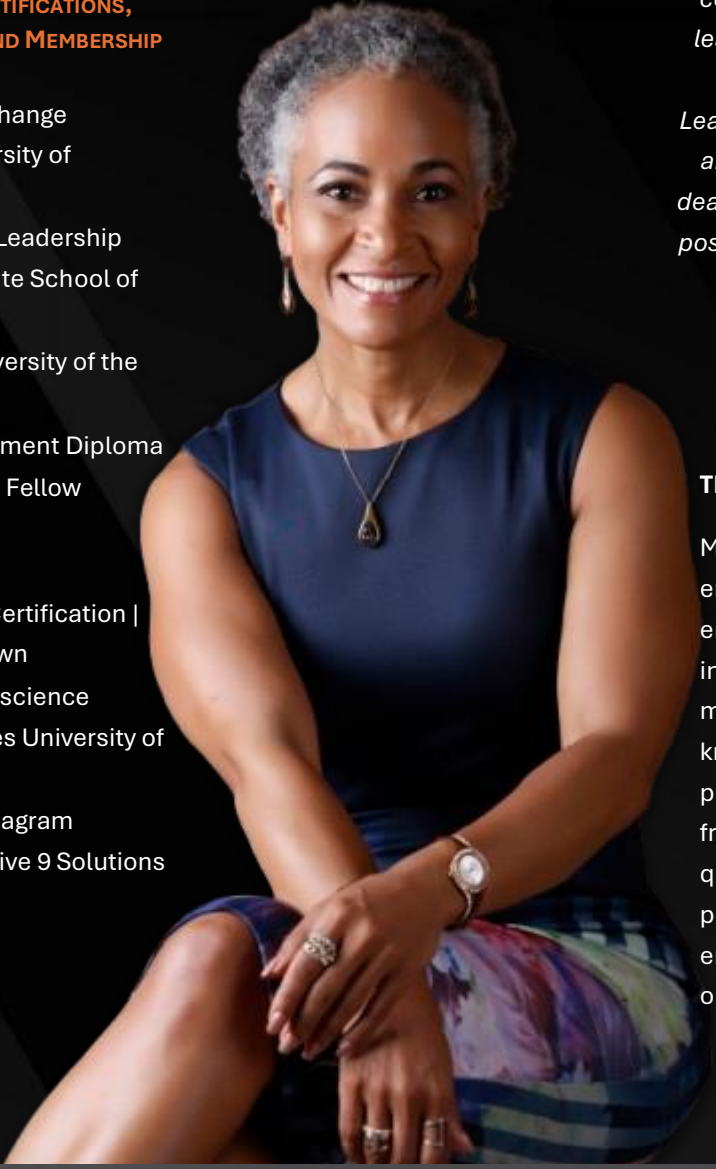
Oversight

INTERNAL AUDIT

Auditing human
capital strategies
and culture

Maturity model
measurement





About Dr Claudelle von Eck

Dr Claudelle von Eck is a governance and leadership strategist whose career spans corporate, public, academic, professional associations, and non-profit arenas. With her ability to rebuild trust, shape ethical cultures, and integrate strategy with humanity, she has guided complex organisations through transformation and renewal. As a former CEO, a Non-Executive Director and Executive Coach, she brings a rare combination of analytical rigour, psychological insight, and deep systems thinking to every leadership table.

ACADEMIC QUALIFICATIONS, CERTIFICATIONS, PROFESSIONAL DESIGNATIONS AND MEMBERSHIP

- DPhil (Leadership – Change Management) | University of Johannesburg
- Master's in Business Leadership (MBL) | UNISA Graduate School of Business Leadership
- BA (Psychology) | University of the Witwatersrand
- IAC Business Management Diploma
- Certified Director and Fellow (IoDSA)
- COMENSA Member
- Executive Coaching Certification | University of Cape Town
- Introduction to Neuroscience Coaching – Enterprises University of Pretoria
- Level 2 Certified Enneagram Practitioner – Integrative 9 Solutions

“As a dancer, I’ve learned that nimble feet are required to navigate through complexities. This has helped me to lead others through constant change and uncertainty.

Leadership, governance, culture, ethics and courage are topics that are very dear to my heart. My dream is to make a positive contribution in shaping a better world for all who live in it”

The differentiator in my approach

My approach is transformative with an emphasis on purpose and empowerment. I don't work confined in one box. I combine, in an integrative manner, my business acumen, knowledge of psychology, leadership principles, ethics, lessons learned from the fields of neuroscience, quantum physics, epigenetics, personal health and fitness etc, to ensure a holistic view of the individual or group of individuals' growth needs.



INTEGRATIVE ENNEAGRAM
ACCREDITED PRACTITIONER

Examples of Clients



ABSA Botswana



MTN South Africa



AECI - South Africa



National Youth
Development Agency



ACFE South Africa

Beiersdorf
Beiersdorf South Africa



Central Energy Fund



COMENSA
COACHES AND MENTORS OF SOUTH AFRICA

Coaches and Mentors
South Africa



City of Cape Town
Council



Transnet – SA SOE



Durban University
of technology



Institute of Directors
South Africa



Institute of
Internal Auditors
Mauritius
IIA Mauritius



LIBERTY
Standard Bank Group

Liberty – South Africa



South African
Maritime Safety
Authority



SACNASP



Revlon - South Africa



South African Institute of
Professional Accountants



Africa Re - South Africa



Solugrowth – South Africa



Contact Details

Claudelle@braveinflexions.com



www.braveinflexions.com



+27 82 777 9426



P.O. Box 889, Paulshof, 2056



Sandton, Johannesburg, South Africa