



2COLLABORATE
EXECUTING COMMON GOALS TOGETHER

workF&T
aspire. align. achieve.



The Challenge



Entering the workplace can be a daunting experience.

Without guidance, young talent — interns, matriculants, and graduates — struggle to fit in and navigate workplace complexities, from understanding organisational culture to effective communication and salary negotiation. Graduates, in particular, often struggle to bridge the gap between academic theory and on-the-job application.

Overcoming these barriers to carve out a meaningful career path requires self-awareness, resilience, perseverance and often the input from external support networks.





Key Role of Talent Development



The thoughtful attraction, development, engagement, and retention of talent is critical to building business value. This is achieved by effectively executing strategy in alignment with your organisational culture.

Having the right people, in the right place at the right time drives innovation, ensures succession and business continuity - and can be your greatest competitive advantage.



Cost of turnover

The cost of young talent leaving is estimated at between **50% - 200% of their annual salary**, depending on job level and industry.

Morale

Existing employees may become **frustrated and demotivated** if they must constantly assist or cover for inexperienced colleagues, resulting in **declining engagement**.

Long-term competitiveness

In today's business environment, **agile, engaged and skilled employees are key** to adapt to new challenges and seize growth opportunities.

Decreased productivity

Employees who lack necessary skills or experience **require more time and resources** to perform their job effectively, **impacting efficiency & output**.

Innovation

Young talent are **key to bringing fresh perspectives and new ideas**. If they lack the skills or knowledge to contribute or communicate effectively, they can hinder instead of aid this process.

The opportunity



In the fiercely competitive war for talent, failing to invest in your talent hinders their ability to adapt and thrive. It also places the organisation at risk of losing out on the next generation of skilled professionals to more forward-thinking competitors.

Investing in them and prioritising their needs and aspirations, enhances engagement and retention creating an environment in which they can flourish and contribute meaningfully to your organisation's success.





Introducing workFIT

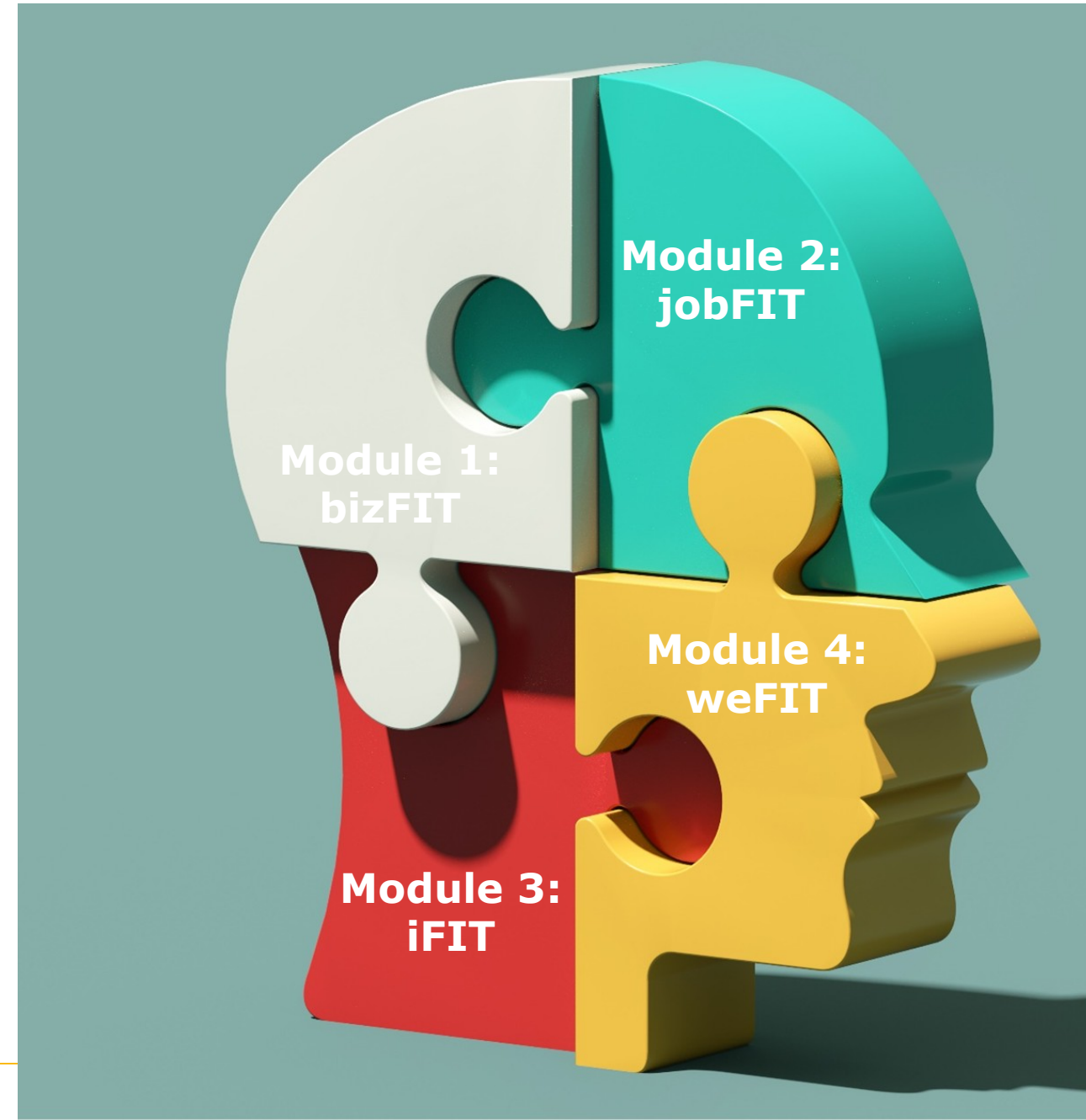
workFIT, our 10-day work readiness Short Learning Programme (SLP), is a development journey.

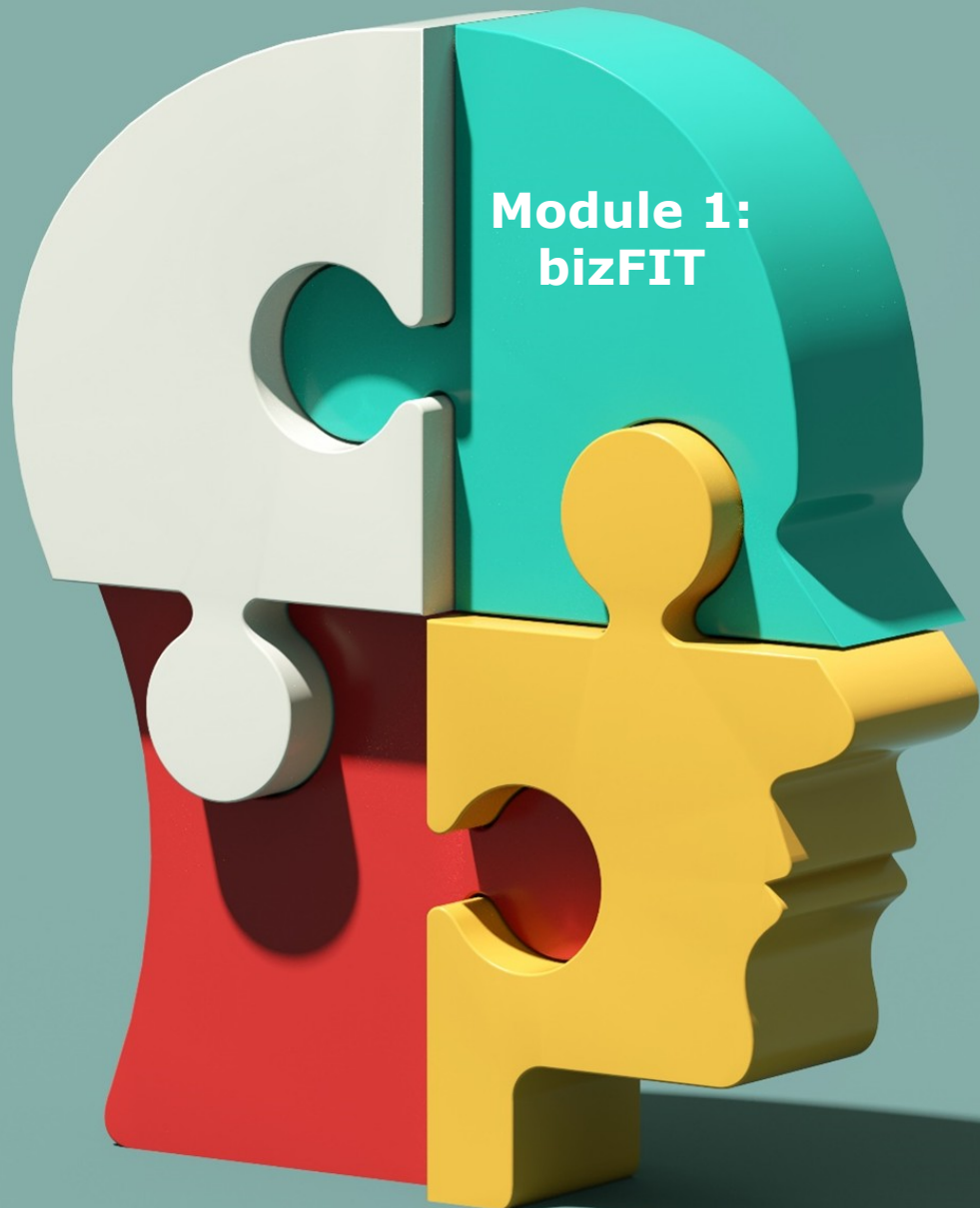
It places equal onus on the individual and the organisation: to achieve, I need to FIT into the organisation, and to FIT, I need to BE FIT.

The 4 modules are spaced over a minimum period of 1 year, allowing for growth projects, coaching circles and the application of learning between sessions.



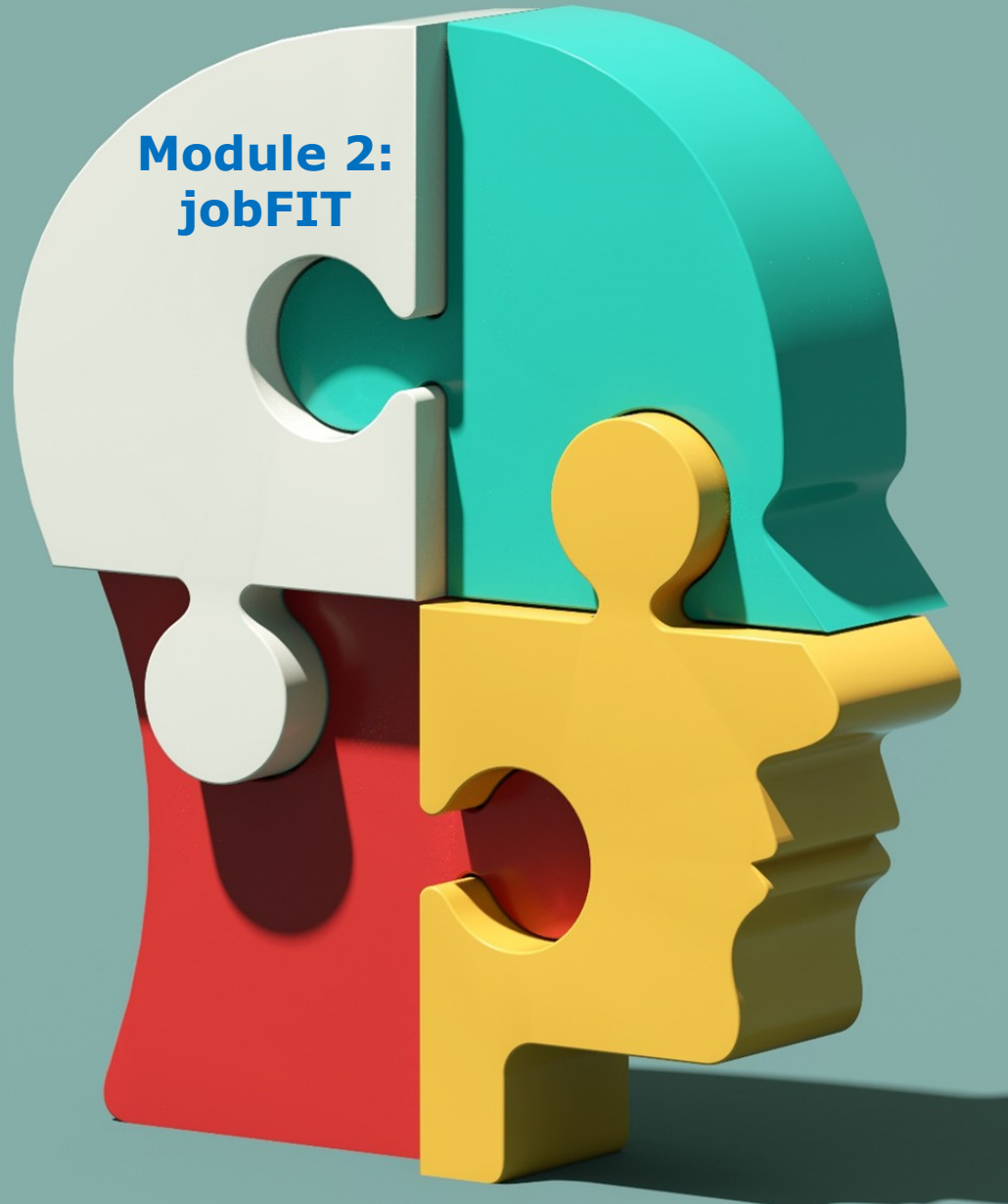
The modules





Module 1: bizFIT (1 day)

1. Your business Purpose (Vision and Mission) and how you Plan to get there (strategy).
2. Understanding your range of products and who your customers are
3. Understand where your business unit FITS into the larger Organisational Structure
4. Understand your culture and how this supports your strategy
5. Know the importance of and be able to live our organisation's values
6. Unpacking the concept of Intertwined Destiny - knowing how our business works and your role in helping us achieve success.



Module 2: jobFIT (3 days)

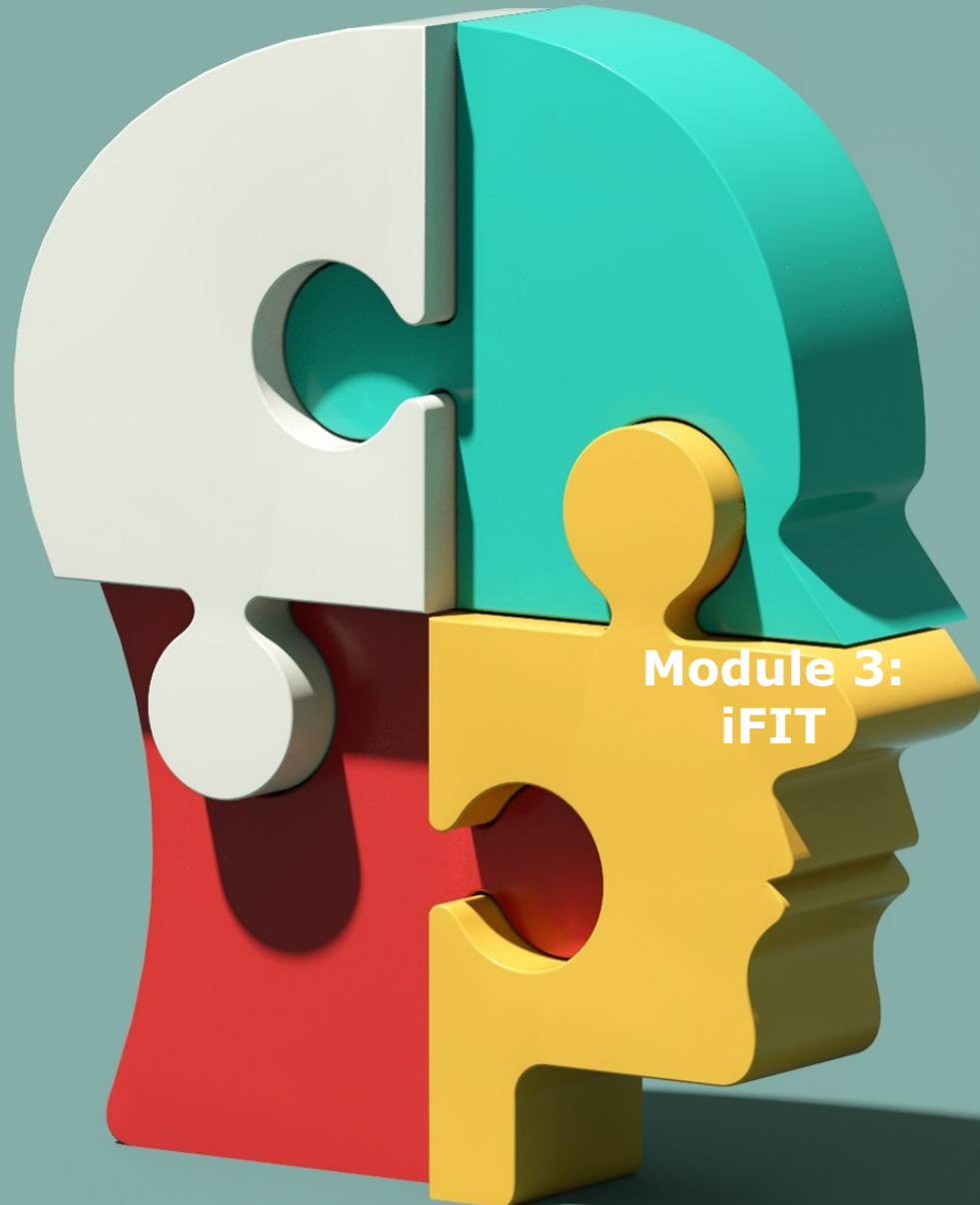
Part 1: 1 day

- Understand the world of work
- The importance of being change FIT
- Manage your Personal Brand & reputation
- Provide effective customer service to internal and external customers.

Part 2: 2 days

Apply the tools & skills vital for job FIT:

- Learning agility and dealing with ambiguity
- Thinking skills
- Numeracy skills
- Digital dexterity
- Time management
- Business etiquette
- Presentation & facilitation skills.



Module 3: iFIT (3 days)

Part 1: Self Leadership Understanding self-leadership and why its important
Exploring self-leadership model components:

- Self-discovery and awareness
- Self-acceptance
- Self-management
- Self-growth.

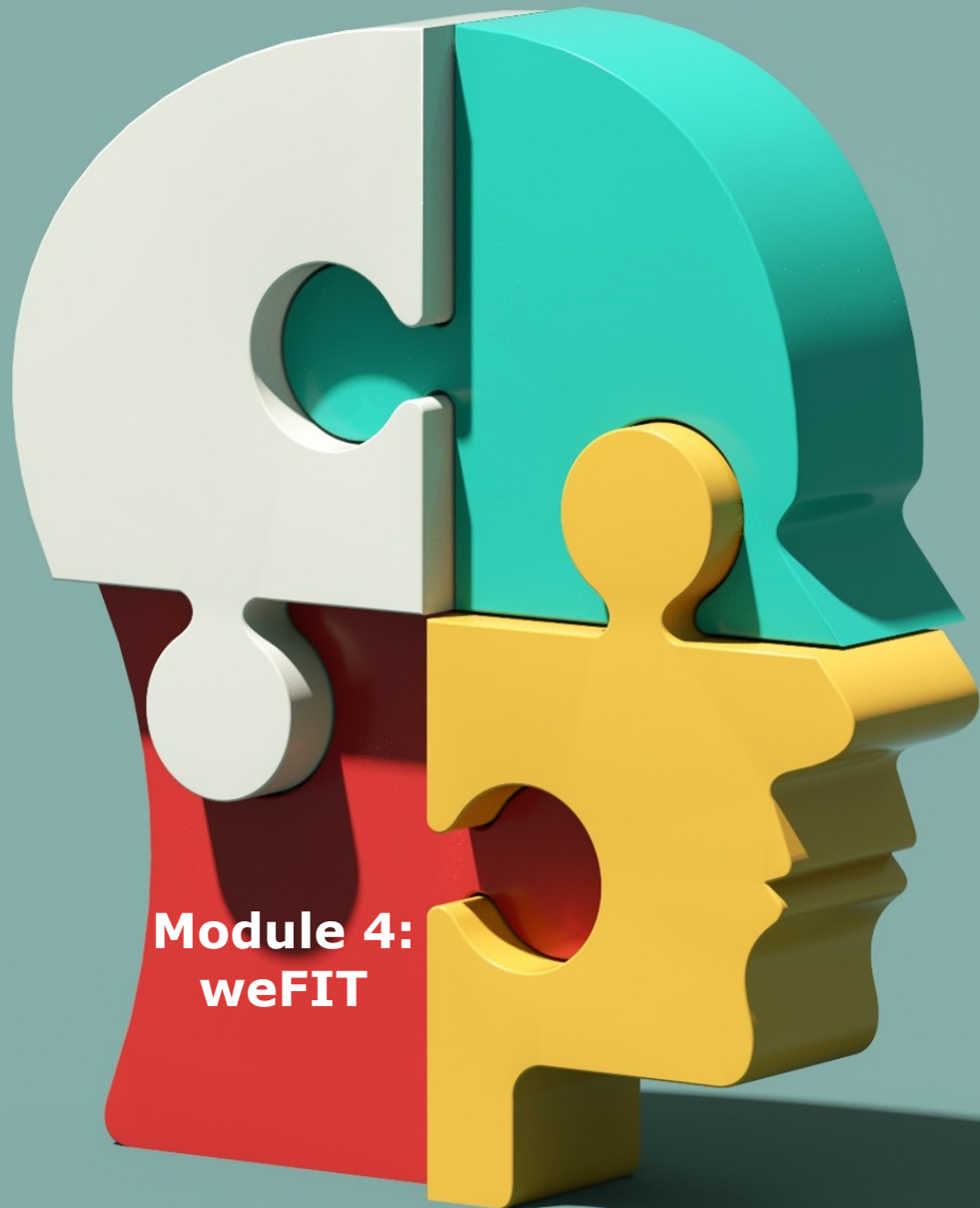
Apply the knowledge, tools and skills for each of the 4 components and become iFIT.

Part 2: Wellbeing (Physical and Mental Fitness)

- Understand what wellbeing is & why its important
- Know your current wellbeing status
- Learn how to manage stress effectively as a critical component of your wellbeing.

Part 3: Financial Fitness

- Learning the basics: from reading your payslip to choosing the optimal bank account.
- Applying the tools & skills to manage your budget and achieve your financial goals.



Module 4: weFIT (3 days)

1. Why being able to work with and through others is important for your success
2. Applying the tools and skills vital to move from I FIT to We FIT:
 - Understanding your organisation's value chain
 - Identifying your stakeholders and learning how to build and maintain constructive relationships with them
 - Communicating effectively & efficiently
 - Asserting yourself
 - Managing conflict effectively
 - Conducting courageous conversations and engaging in constructive dialogue
 - Handling 'difficult' personalities
 - Understanding managing upwards and knowing when and how to do this
 - Knowing when and how to negotiate successfully.



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in collaboration with



Can be rolled out as a stand-alone SLP (Category E)
or a Learnership (Category A or B)



A Short Learning Programme

- Theory: 30-35% of learning
- Workplace practice: 65-70% of the learning

Target group:

- New entrants to workplace (Graduates / Interns / Matriculants)
- Existing employees needing to increase their work FITness

Minimum duration: 1 year

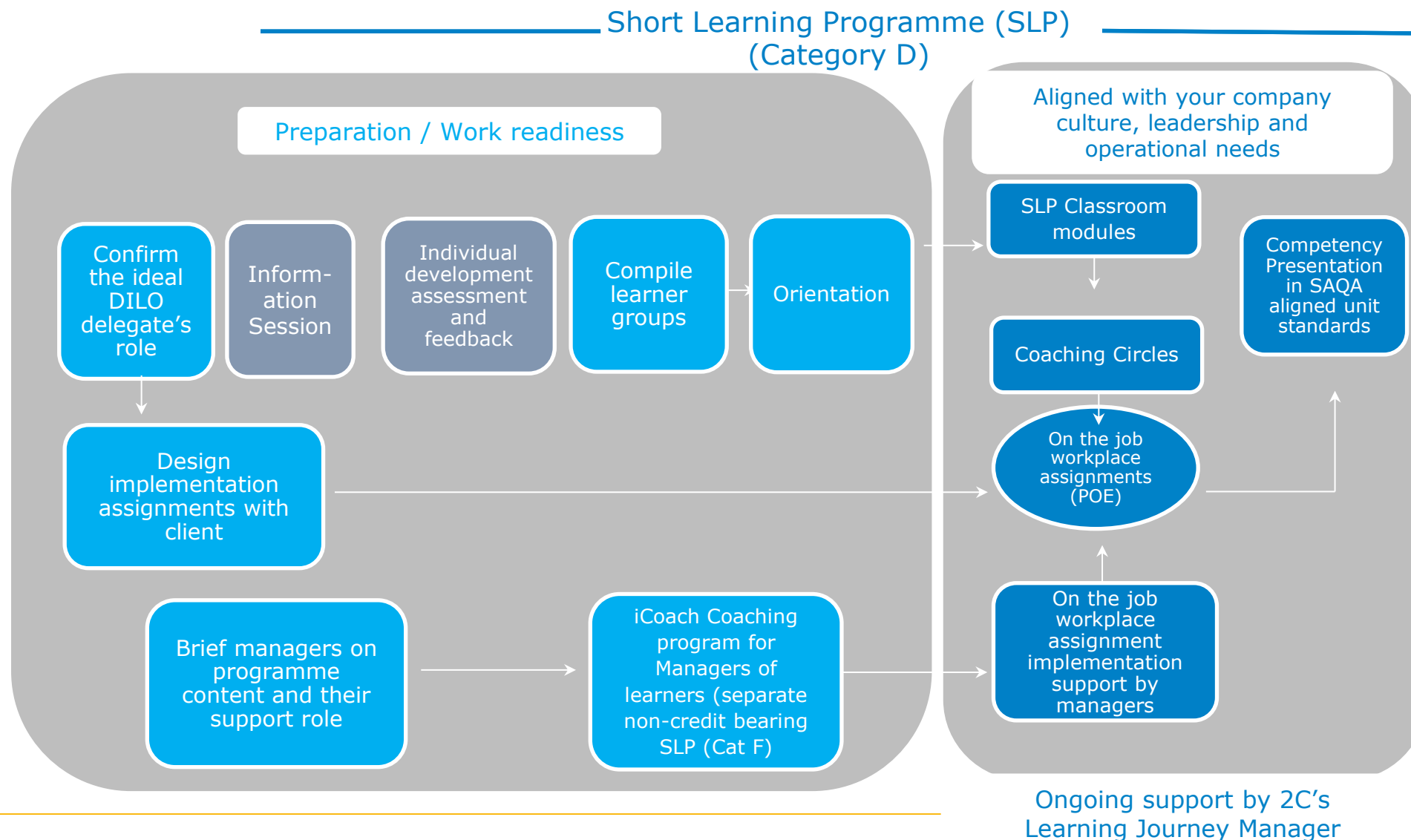
Mode: Face-to-face AND distance learning

Language: English

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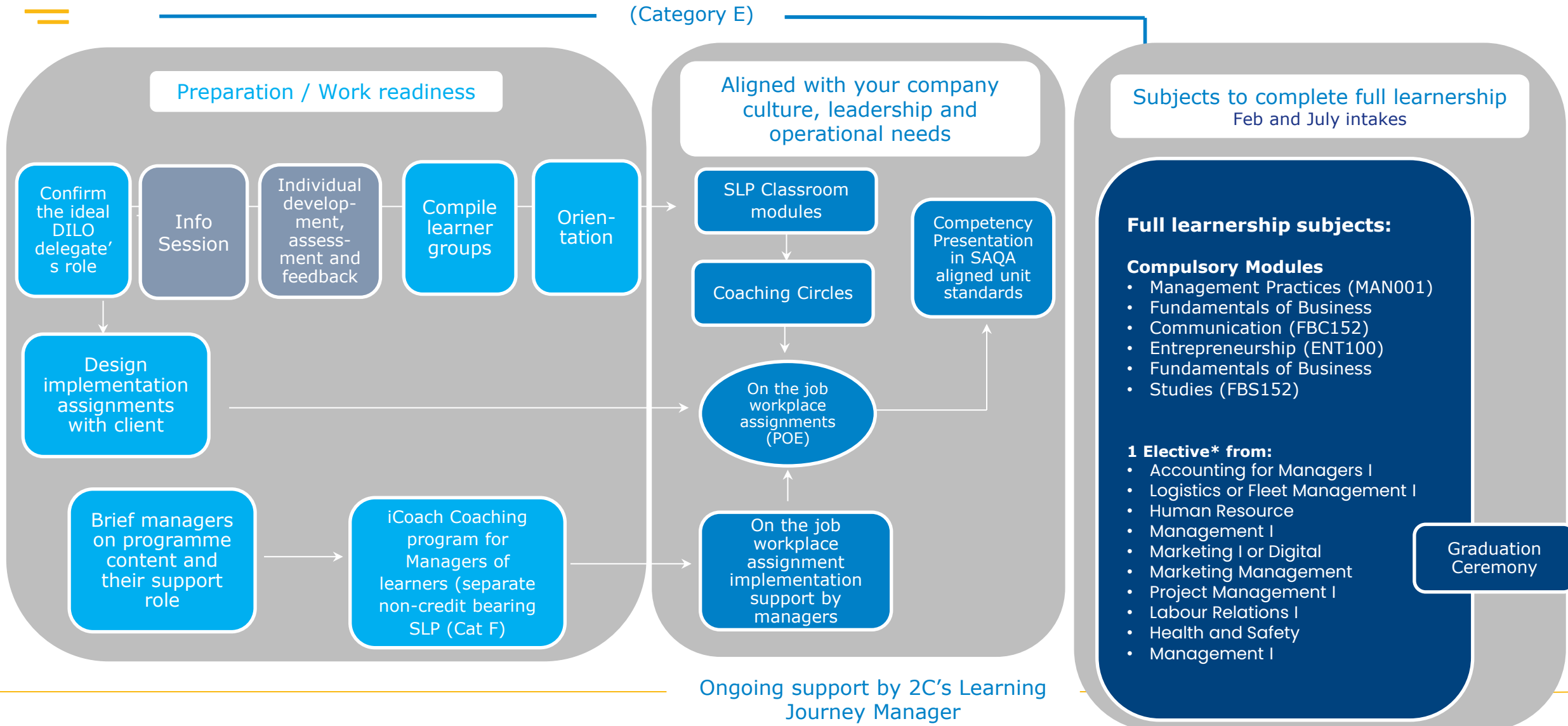


Implementation flow: SLP





Implementation flow: Learnership





ABOUT 2COLLABORATE & STADIO



2COLLABORATE
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2Collaborate enables performance to the benefit of people and organisations. Our unique chemistry lies in our multi-disciplinary expertise, experienced advisors, network of best-in-class collaborators, design capability for bespoke solutions, powerful blended learning approach, agility and scalability, and advanced technology.

Our approach is built on a dynamic High Performance Formula that translates strategy into action by creating a culture of collaboration where focused, aligned and competent leaders and teams excel in executing processes to win in the marketplace and workplace.

The four key elements of this formula include:

1. Aligned Direction
2. Visible and Engaging Leadership
3. Engaged Teams that Execute
4. Process Excellence o Operational Excellence and Continuous Improvement

To ensure that we not only meet but exceed our clients' needs, we draw on a network of trusted collaborators, like STADIO. Most importantly, we value long-term partnerships and take our client's journeys to heart. This is attested to by our extensive track record of clients, such as Imperial Logistics, Premier Foods, Sterk-Kinekor, Private Property, Woolworths, Remgro and Fundi – to name a few.

(in partnership)

STADIO

At STADIO, we believe in the future of our nation. We want to make a difference by offering greater access to higher education, ensuring that every South African has the opportunity to become the most empowered version of themselves. By investing in the human potential all around us, we can grow minds, dreams and employment to ultimately benefit our nation as a whole.

We take a profound interest in what our students want, and what our country and the world of work needs. We offer higher education specially designed to meet industry requirements and to accommodate our students' diverse lifestyles. At the end of the day, we have an opportunity to not just help individuals realise their dreams, but to help a nation grow stronger.

The time to do something great for South Africa is now. That's why we've united our collective experience with one goal. To empower the nation by widening access to higher education.

We have brought together four highly prestigious institutions – Southern Business School, Embury Institute for Higher Education, LISOF and Prestige Academy – with a collective experience of over 100 years in providing quality, affordable higher education. We are proud to offer an array of accredited qualifications via contact, distance and blended learning, across nine campuses, to over 46 000 students



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“The future belongs to those who prepare for it today.”

~Arnold H. Glasgow

So why wait? [Connect with us today](#)



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