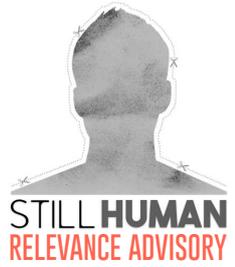




BUSINESS CONTINUITY THROUGH HUMAN CONTINUITY



STILL HUMAN IS A COLLECTIVE OF PASSIONATE HIGHLY SKILLED BETTER MAKERS WHO BELIEVE THAT WORK SHOULDN'T SUCK! NO MATTER WHAT HAPPENS IN THE WORLD AND NO MATTER HOW FAST TECHNOLOGY ADVANCES, HUMAN BEINGS WILL ALWAYS BE INVOLVED AS INNOVATORS & USERS. STILL HUMAN'S MISSION IS TO MAKE THE WORLD OF WORK A BETTER PLACE FOR HUMAN BEINGS.



DEAR HUMAN...
BUSINESS
CULTURE IS
CONSTANTLY
BEING CREATED,
EITHER IN SPITE
OF YOU OR
**DELIBERATELY BY
YOU.**

[STILL HUMAN PROVERB] 



A STILL **HUMAN** we help organizations to become

COMPANIES. BEHAVING. AWESOMELY.

A COMPANY BEHAVING AWESOMELY IS AN ORGANIZATION TO WHICH THE BEST PEOPLE WANT TO COME, DO COME, CHOOSE TO STAY AT... AND WHILE THEY'RE WORKING THERE THEY SHOOT THE LIGHTS OUT...

[STILL HUMAN DEFINITION]

...AND THEY'RE PROUD TO SAY THEY WORK THERE!



THE WORLD HAS GONE DIGITAL CRAZY!

[UNDERSTANDABLY SO]

BUT WE'RE STILL HUMAN BEINGS CRAVING, CREATING & RESPONDING TO HUMAN EXPERIENCES



WELCOME

TO IRRELEVANCE

POPULATION : EVERYONE THAT DOESN'T GET THIS!



PEOPLE MATTER!
CULTURE MATTERS!
EMPLOYEE EXPERIENCE MATTERS!

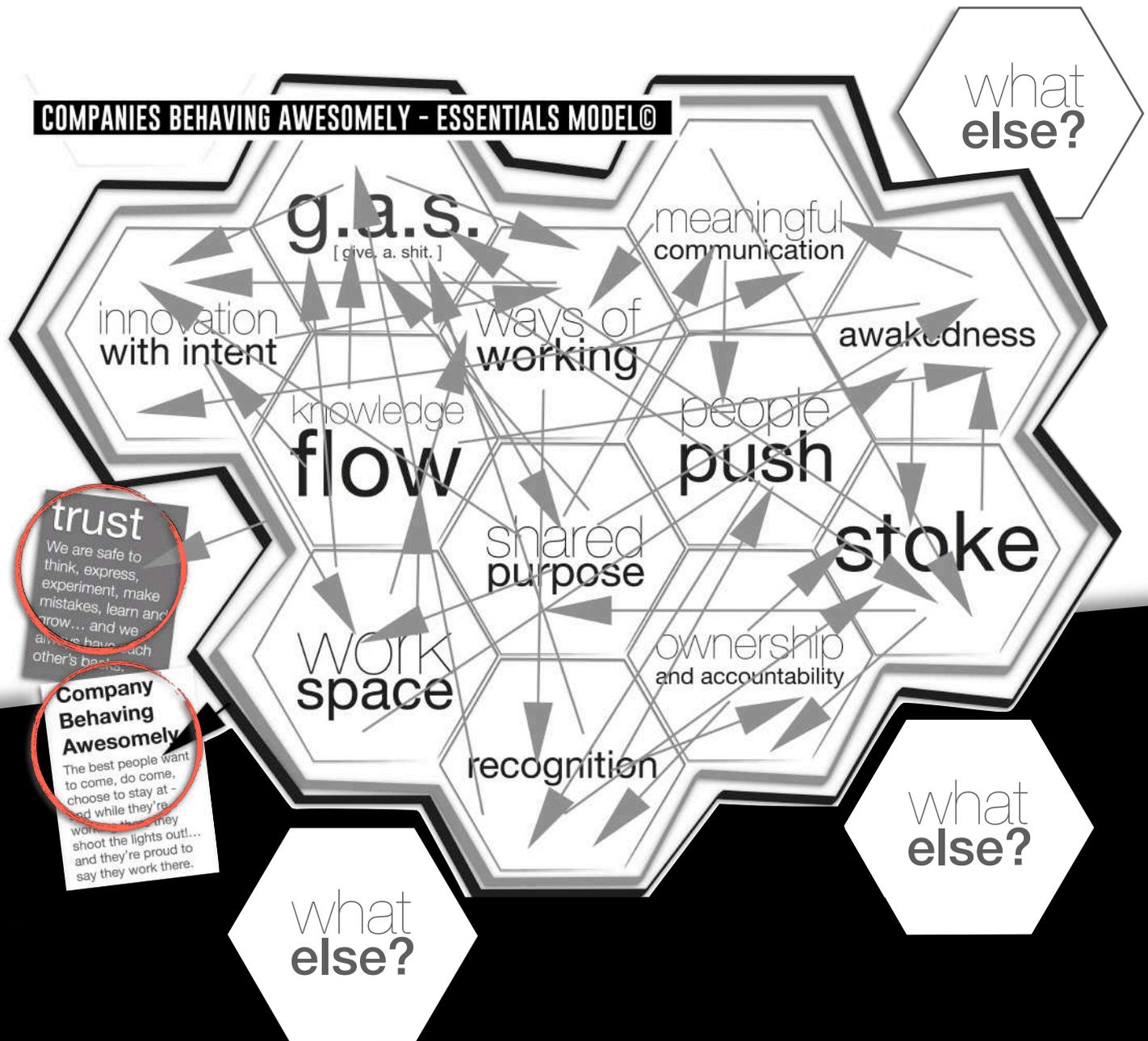
THE WORLD AS WE KNEW IT, IS GONE!

Everything that we took for granted and didn't even have to think twice about is now completely different... simple experiences such as going to the shops, connecting for dinner with friends, going to work, servicing clients, taking our children to school, etc.

With almost everything being turned upside down it is critical to pause, reframe, and reconnect to that which we can anchor on, that which we can use to regroup ourselves and make decisions based upon.

CERTAINTY

In the vacuum of uncertainty created by the upheaval of the lockdown that the world is experiencing, there are still those things that we can take as fact (or as close to it as possible). Our extensive research over the past five years has taught us what the critical components of human experience in the workplace are, and these have not changed overnight irrespective of current circumstance. We have curated these into a working model that guides the creation and leading of employee experience, and **We call these the Essentials of a Company Behaving Awesomely [CBA]**.



FLEXIBILITY

On the flip side of the certainty of the **Essentials of a Company Behaving Awesomely [CBA]** is the uncertainty of what the actual experience is that employees are currently having, and how to enhance this so that they can continue to be meaningful contributors to the business and to its sustainable performance. This is where flexibility is required, a willingness to explore the unknown and to be open to new possibilities... an availability for learning, adaptation, empathy, experimentation and iteration [using the Essentials model as a base framework].

RELEVANCE : THE INSIDE OUT APPROACH



RELEVANT AS AN EMPLOYER

EX

EMPLOYEE EXPERIENCE

the sum of everything in the work environment that creates how employees are made to feel and whether they are being ignited and grown, or switched off and depleted.

RELEVANT AS A PROVIDER

IR

INNOVATION READINESS

an organisation's ability to be constantly aware of and innovatively responding to the legitimate needs of their stakeholders, both internally and externally.

CULTURE



Our research shows us that the same 12 Essentials that create an awesome employee experience are the exact same 12 Essentials that create the ability for organizations to be at their optimal innovation capability.

Organisations that are intentional about employee experience find that they achieve double the amount of meaningful innovation outputs compared to those that don't prioritize employee experience.

Hence an organisation's ability to respond to market needs and remain relevant is directly linked to the quality of the employee experience that they create and lead.

LEADING FOR : SUSTAINABLE PERFORMANCE



The Leading for Sustainable Performance leadership development program is relevant for leaders at all levels.

As leaders and as colleagues we are constantly creating experiences for the people around us, and these are moments that either switch them on and grow them or switch them off and deplete them. It should be everyone's responsibility to be aware of the impact that they have on the people that they lead and/or work with... there are no neutral moments.

The Leading for Sustainable Performance program equips leaders with the critical skills that enable and drive the behaviours required for the organisation to move forward and thrive by leveraging culture and employee experience.

PROGRAM/TRAINING CONTENT INCLUDES:

- What the best leaders do with intention and consistency to create environments to which awesome people want to come, do come and choose to stay.
- What great leaders do to ensure that people are being switched on & grown and that they are contributing at their highest levels, delivering exceptional work and living the company's culture.
- The role and importance of trust and psychological safety in creating an awesome employee experience and a thriving business.
- Moments that matter and the introduction of the different types of moments.
- The Essentials Model as a framework of critical components for creating, leading and sustaining culture and employee experience.
- Growth mindset and its significance.
- Personalised leadership, knowing and understanding different individuals and how to switch them on and align them and their personal goals and objectives to those of the organisation.
- The Leaky Gut Leadership Model
- Understanding behaviours that need to be celebrated and those that will not be tolerated.

**MODULAR ONLINE FACILITATED PROGRAM
or MULTI DAY IN-ROOM TRAINING
CUSTOMIZED TO SUIT SPECIFIC CLIENT OBJECTIVES**

HOW WE IMPACT YOUR BUSINESS

DURING & POST LOCKDOWN

	CULTURE	INNOVATION READINESS (IR)	EMPLOYEE EXPERIENCE (EX)	INNOVATION PROCESS/DESIGN THINKING (IP)	LEADING FOR EX, IR,, IP	COMMUNICATION	STRATEGY
CHANGE CULTURE DURING CRISIS (WEBINAR & COACHING)	●	●	●	●	●	●	●
LEADING SUSTAINABLE PERFORMANCE (ONLINE AND IN-ROOM)	●	●	●	●	●	●	●
EMPLOYEE EXPERIENCE (ORCHESTRATOR TRAINING)	●	●	●	●	●	●	●
CULTURE A-Z (CAMINO / WORKSHOPS)	●	●	●	●	●	●	●
ESSENTIALS MRI ASSESSMENT (EMPLOYEE EXPERIENCE)	●	●	●	●	●	●	
INNOVATION READINESS (PROCESS WORKSHOP)	●	●	●	●	●	●	

- DIAGNOSTICS [ESSENTIALS EXPERIENCE TOOL]
- WORKSHOP FACILITATION [1-3 DAYS]
- PROCESS FACILITATION [1-4 DAYS +]
- TALK-SHOPS [1-8 HOURS]
- KEYNOTE TALKS [30 MINS TO 2 HOURS]
- CAMINO'S [1-12 MONTHS +]



Still Human is a SETA accredited training provider. Accreditation Number: 12806

MORE DETAIL AVAILABLE FOR ALL PROCESSES*

We have listed on this page what we are seeing are the current mission critical focus areas for our clients. There are additional projects/processes that may require discussion as well that we have not detailed such as :

- CULTURE HANDBOOKS
- INDUCTION PROGRAMS
- RECOGNITION PROGRAMS
- EMPLOYEE EXPERIENCE ORCHESTRATION
- EMPLOYEE VALUE PROPOSITION DESIGN
- TO NAME A FEW...

LET'S HAVE A COFFEE AND CHAT...



ANDY GOLDING

BRAD SHORKEND



Andy Golding

is an employee experience specialist and co-founder of Still Human. Her primary focus and area of impact is businesses relevance in a rapidly changing world. To achieve this she works with companies to craft and build cultures that are always innovation ready as well as designing employee experience to ensure that people are being switched on and grown.

She assists companies and leaders in businesses across diverse sectors from start-ups to established, century old organisations to become places where the best talent wants to work, chooses to come to and where they thrive.

Andy has personal experience working in awful work environments as well as awesome work environments across various sectors from performing arts to strategy. She became fascinated about the impact that employee experience creates in performance, retention and business execution capability and this fascination led her to embark on a massive research exercise that included spending time inside some of the best companies to work for both locally and abroad.

The findings thereof, combined with her personal experience working in different environments, culminated in her starting a business focused on company culture and employee experience. This was later merged into Still Human.

A keen researcher and blogger, Andy (also known as the team's resident geek at Still Human) has written for and continues to contribute to many publications at the forefront of human capital and employee experience design.

She was also named one of Entrepreneur Magazine's '50 Top South African Business Women to Watch' in 2018.

Brad Shorkend

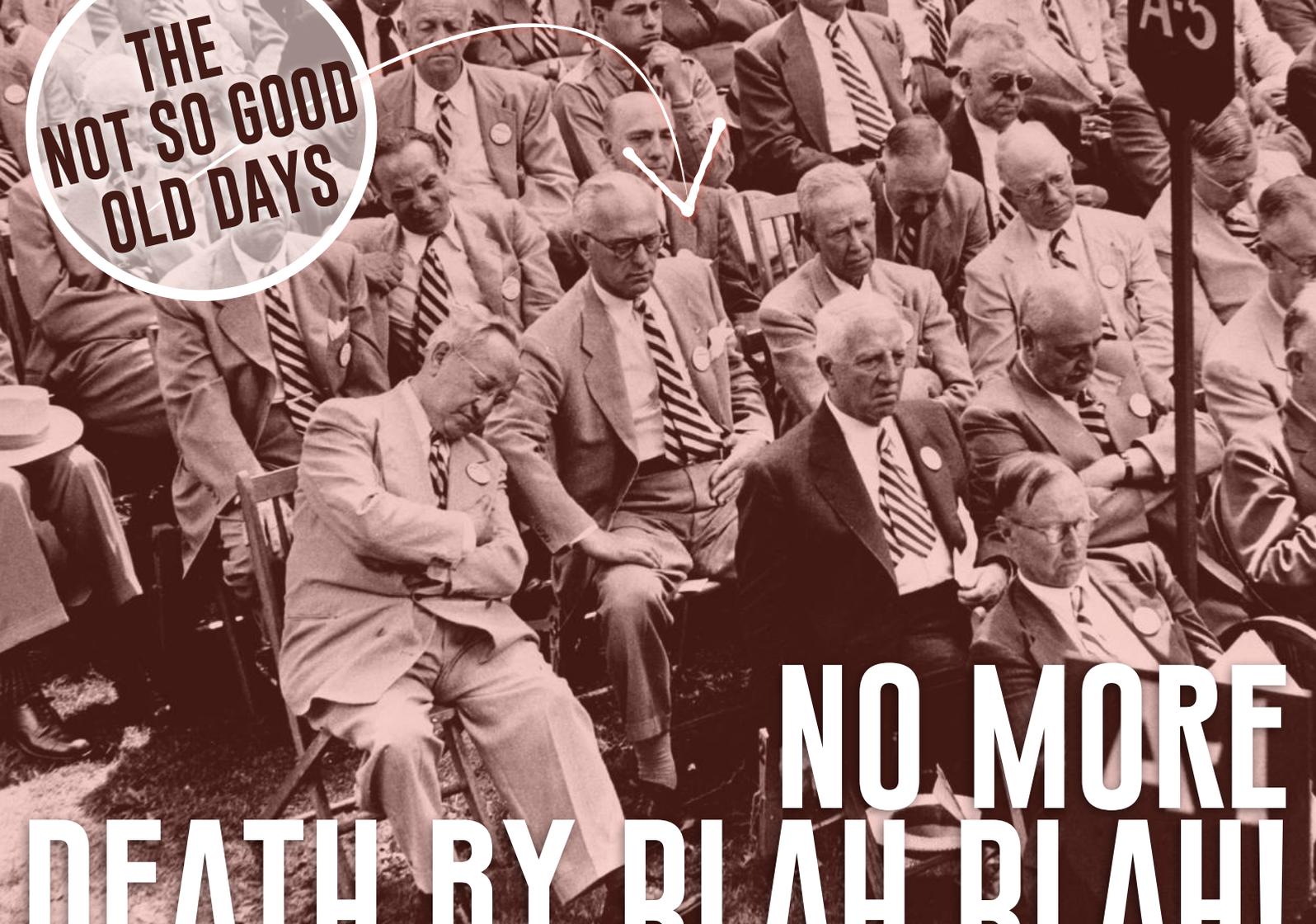
is a behavioral specialist, an agitator & thought provoker... he works with business leaders around the world helping them to be constantly innovation ready and to create exceptional employee and customer experiences that translate into kick-ass innovation, constant relevance, and significant revenue.

He walks his talk as a leader, entrepreneur and innovator and is currently an active shareholder in multiple businesses across numerous sectors (fashion, tech, real estate, co-working and learning, to name a few...). His professional career kicked off with him founding and building his own architectural practice and specialising in architecture for business for over 15 years. It was here that he discovered his love for entrepreneurship, leadership, people development and the "thinking" space and he successfully diversified into more than 20 exciting business ventures (to date) in multiple sectors.

Brad is an accredited Consciousness Coach (2007), Results Certified Workplace Coach (2009), Multipliers Master Facilitator (2014), Design Thinker Accredited Facilitator (2013), NBI Brain Preference Practitioner (2015), Evolved Coach Certified (2011), Evolved NLP Coach Certified (2011), Evolved NLP Practitioner Certified (2011), 9 Conversations in Leadership Accredited - Level 1 (2009), Purposeful Teams Accredited - Level 1 (2009) and Heart of Leadership Accredited - (2010), to name a few.

Brad has been coaching, mentoring and facilitating across all industries since 2007 working primarily with CEO, MD, EXCO, and leadership at all levels of organisation, high potential individuals, teams and entrepreneurs.

He is also adjunct faculty at GIBS and Duke CE.



**THE
NOT SO GOOD
OLD DAYS**

NO MORE DEATH BY BLAH BLAH!

FOR MANY PEOPLE SITTING IN AN AUDITORIUM LISTENING TO AN 'EXPERT' SPEAKER WAS A CRUEL PUNISHMENT. THEIR PARTICIPATION WAS LOW, RETENTION EVEN LOWER, AND ONCE THE RAH RAH HAD WORN OFF NOT MUCH HAD CHANGED.

NOW ALL ONLINE!!!

CONFERENCE SLOTS WITH A DIFFERENCE

45 MINUTES TO 3 HOURS

FACILITATED | VISUAL | TOOL DRIVEN | HIGH IMPACT | ENERGISING | RELEVANT

- CULTURE
- EMPLOYEE EXPERIENCE
- INNOVATION READINESS
- LEADING FOR EXPERIENCE

CONNECT@STILLHUMAN.CO.ZA | BRAD 0836000111 | ANDY 0832827515



WE WROTE A BOOK

www.wearestillhuman.com

Find out what the best companies in the world to work for (and the most innovative) do to remain relevant

Available on amazon.com

we are
still human
[and work shouldn't suck!]



BRAD SHORKEND | ANDY GOLDING

we are
still human
[and work shouldn't suck!]

How to build relevant businesses and exceptional work experiences for human beings in a world that has gone digital crazy.



BRAD SHORKEND | ANDY GOLDING

A FEW OF THE ORGANIZATIONS THAT STILL HUMAN HAS HELPED TO REMAIN RELEVANT :



MAKING IT EASY FOR YOU TO **FIND & CONNECT** WITH US



HEADQUARTERS | CURRENTLY LOCKED DOWN AT HOME IN JOHANNESBURG, SOUTH AFRICA



BRAD SHORKEND | BRAD@STILLHUMAN.CO.ZA | 0836000111



ANDY GOLDING | ANDY@STILLHUMAN.CO.ZA | 0832827515



WWW.STILLHUMAN.CO.ZA [UNDER DESIGN AS OUR BUSINESS IS BEING RE-RELEVANCED]



ALTERNATE OFFICES | ANYWHERE GLOBALLY THAT THERE IS GOOD COFFEE & FAST WIFI... [IN THE FUTURE]



OUR BOOK WEBSITE | WWW.WEARESTILLHUMAN.COM



OUR PLAYGROUND WITH OUR CLIENTS | ZOOM . SKYPE . WHATSAPP VIDEO . ANY OTHER DIGITAL PLATFORM

[STILL HUMAN NUDGE]

THINK ABOUT YOUR THINKING!

