

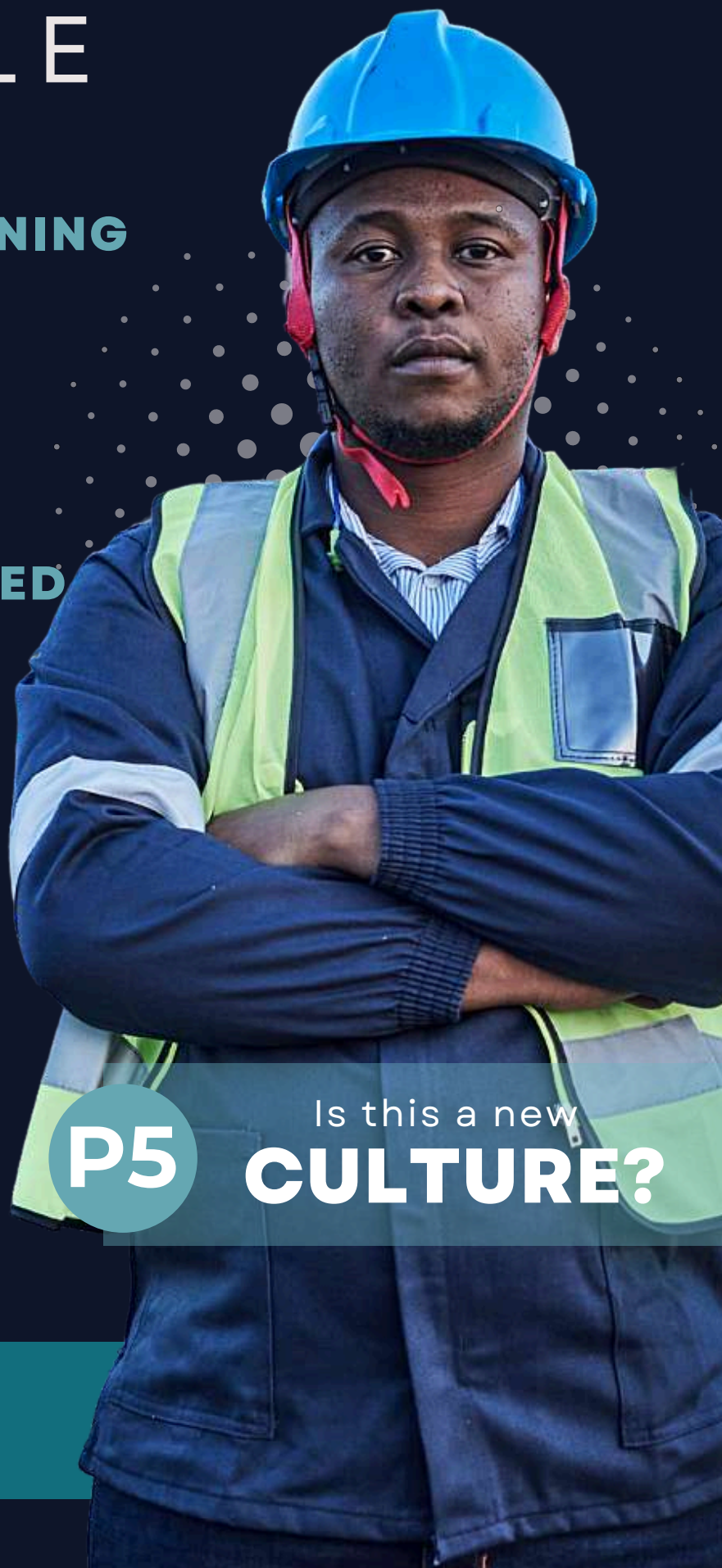
BUSINESS PROFILE

MASTERING MINING EXCELLENCE

Mining Operations
Management Program
P 8 - 10

HORSE-POWERED INSIGHT

EALD-
Equine Assisted Learning
And Development
p 14 -16



P5

Is this a new
CULTURE?

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EMPOWERING SKILLS, BOOSTING PRODUCTIVITY,
CHAMPIONING ETHICAL MINING.

INTRO

WE OFFER SUPPORT IN
CREATING PROFITABLE,
SUSTAINABLE COMPANIES.
COMMITTING TO SAFE,
ETHICAL AND SOCIAL
RESPONSIBLE MINING FOR
OVER 30 YEARS.

Our unique approach tailored to
enhance your skills, mindset, and overall
well-being. We focus on experiential
learning through practical exercises and
immersive experiences that drive real-
world applications. Our programs are
designed to improve productivity,
streamline processes, and maximize
team performance. Ensuring
sustainable and impactful outcomes.





Welcome Message

Welcome to Comodex Consultancy! As the Managing Director, I am thrilled to invite you into our world where personal and professional growth are intertwined. With over three decades of expertise in organisational and mining skills development, our team is dedicated to providing you with the tools and insights needed to excel both individually and as part of a team. Let us guide you through transformative experiences that empower you to lead and succeed. Join us on this journey of growth and achievement.

“What sets us apart is our commitment to experiential learning. We believe that true transformation occurs through immersive and hands-on experiences. Our programs go beyond theoretical knowledge, providing practical exercises and simulations that allow you to apply what you learn in real-life situations. This approach ensures that the knowledge gained is not only retained but also readily applicable to your work environment”.

Tanya Graham
Managing Director

CONTRIBUTING TO A SUSTAINABLE FUTURE



CULTIVATE EXCELLENCE AND INNOVATION

"Transforming Workplace Dynamics"

Our AI-driven online workforce optimisation system utilises a comprehensive 71-questionnaire worksheet to deeply understand individual behaviours and workplace habits. This tool transforms raw data into actionable insights, comparing individuals with top performers to highlight development gaps. It supports personalised programs to enhance cultural fit and interpersonal relations. Additionally, Comodex excels in team analysis, identifying potential conflicts and fostering harmonious work environments through proactive conflict resolution and targeted development strategies.

SUSTAINABLE DEVELOPMENT: TOWARD A BETTER FUTURE

Our services will help you build a high-performance team and cultivate a culture of excellence. We work with you to develop your organisational skills, build effective teams and create a culture of accountability and continuous improvement.



Behavioural Patterns
(Habits) Assessment



Team Analysis and
Development
Leadership & Wellness
Development



Talent Management
Recruitment
Coaching and Mentoring

“
**Stay Inspired,
Never Stop
Creating.**”

The system ensures teams are synergistic and aware of their collective strengths and weaknesses, enhancing overall productivity and satisfaction. Moreover, Comodex prioritises physical and mental safety, implementing interventions to mitigate stress and enhance employee well-being. As a leader in workforce optimisation, Comodex empowers organisations to cultivate a culture that values growth, effective teamwork and employee safety.



IS THIS A NEW CULTURE?

“Enhancing Safety and Efficiency through Behavioural Patterns in Mining”

The mining industry, a cornerstone of global economic development is driven not only by technological advancements and geological discoveries but also by the human element that powers its daily operations. In an era where efficiency, safety and innovation are paramount, the importance of understanding and optimising human behaviour, team dynamics and leadership cannot be overstated.

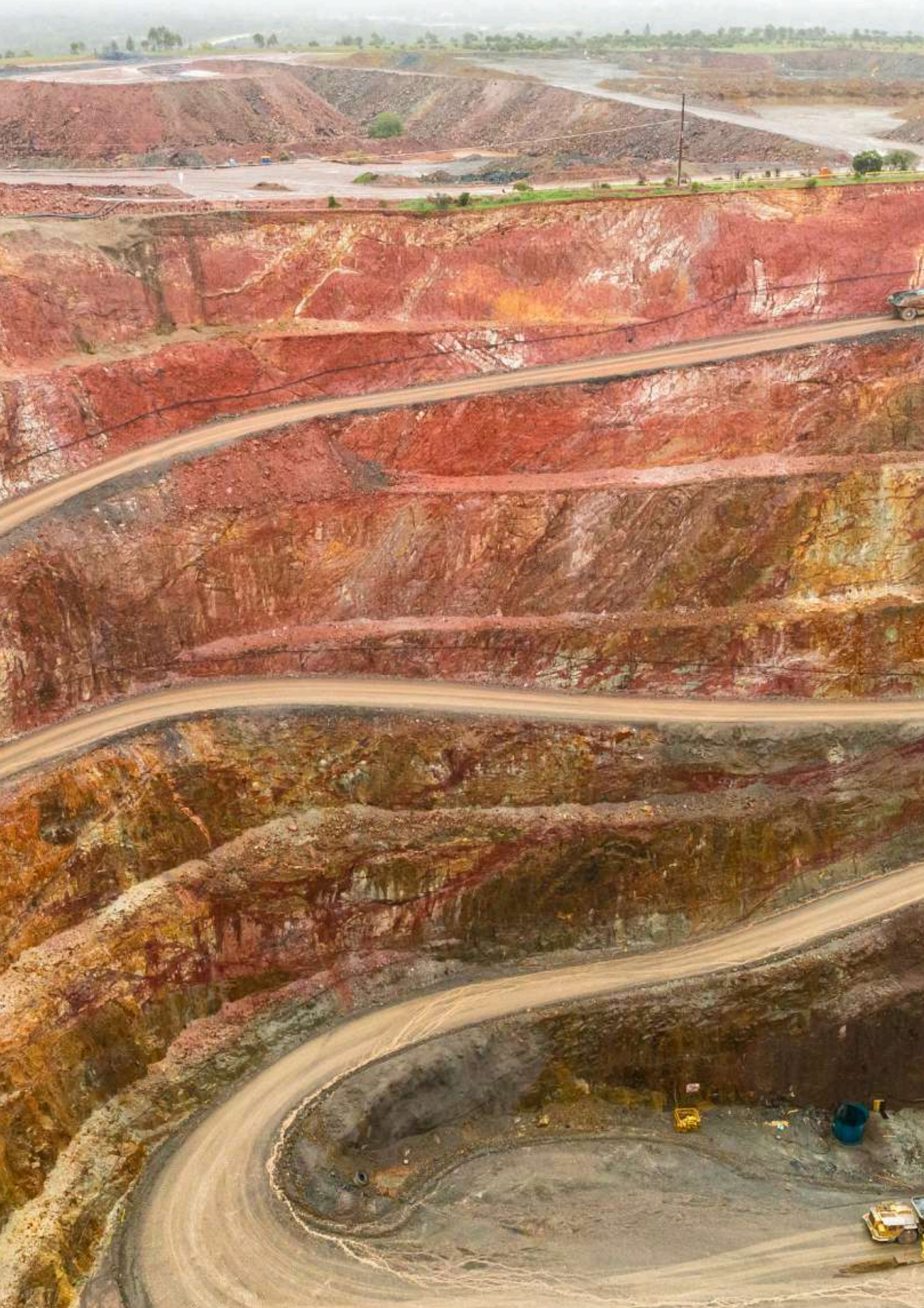
HOW CAN BEHAVIOURAL PATTERNS ENHANCE MINING SAFETY AND EFFICIENCY?

Safety and efficiency are paramount in mining. By assessing behavioural patterns, companies can identify risky habits and proactively address them. Tailored training programs can mitigate these risks, fostering a culture of vigilance and reducing accidents. This not only enhances safety but also boosts operational efficiency.

Effective teamwork is essential in mining operations. Understanding the strengths and weaknesses of team members and how they interact is crucial. By focusing on team development, companies can improve communication, problem-solving and collaboration. Better team dynamics lead to increased productivity and a more resilient workforce.

Investing in human capital through Behavioral Patterns Assessments, Team Analysis, Leadership & Wellness Development, Talent Management, Recruitment, Coaching and Mentoring can significantly enhance mining operations. These approaches not only improve efficiency and safety but also contribute to workforce well-being and satisfaction, ensuring a sustainable and prosperous future for the industry.


"Mining Success Through Behaviour"





"MASTERING MINING EXCELLENCE"

Mining Operations Management Program



The Mining Operations Management Program, led by John Hairbottle, a seasoned mining professional with extensive experience in mining production and management, offers a comprehensive curriculum tailored to equip participants with essential skills for the dynamic mining sector. The program starts with mining concepts, covering basic math, physics, safety, and financial principles, ensuring participants have a strong base to build upon.

As the program progresses, it introduces participants to Mine Introduction and Mining Technical Services, delving into Mine Design, Valuation, Metallurgy, and essential Technical Services. Advanced modules, such as Mining and Mine Design, explore Mining Methods, Project Lifecycle, and sophisticated tools for optimising operations. The curriculum culminates with Mining Resources and Planning Process modules, focusing on Resource Management, Strategic and Operational Planning, and Risk Management in Mining Operations.

Program Structure:

- **Strategic Level:** Designed for Senior Management, focusing on high-level strategic planning, resource allocation, and risk management.
- **Tactical Level:** Targeted at Middle Management (D-Band), emphasizing tactical planning, project management, and implementation of mining operations.
- **Operational Level:** Aimed at Supervisory Level, concentrating on day-to-day operational management, supervisory skills, and ensuring compliance with safety and efficiency standards.



**KAMOA COPPER'S MINE
OVERSEER COURSE**

Excitement abounds as we embark on a remarkable journey of growth and development with the launch of our first Mine Overseer Course at Kamoa.

This groundbreaking initiative reflects Kamoa's commitment to empowering our employees through training and advancement opportunities. At the heart of this endeavour lies our belief in the potential and talent of our Congolese employees. Taking place at the Kamoa Centre of Excellence, the training blends theory with hands-on application, ensuring a comprehensive learning experience. The learning includes planning, forecasting, setting objectives, prioritising, scheduling, budgeting, procedures, and policies, among other goals. The journey began with a meticulous selection process, where candidates were nominated by their respective Mine Overseers based on performance and potential.

Through comprehensive psychometric assessments, nine individuals with the drive, aptitude, and passion to excel in leadership roles within our organisation were identified. Led by Comodex, the duration of the course is six weeks, with a focus on technical expertise, practical exercises, problem-solving, and leadership skills.

“ Let's celebrate this momentous occasion together as we shape the future of Kamoa Copper, one empowered leader at a time.

"Elevating Tomorrow's Leaders"



The last two weeks of the course will be dedicated to revision and preparation for the verbal examination, where they will demonstrate their proficiency and understanding of key concepts. Upon completion, graduates will undergo evaluation by a senior management panel. Successful candidates will receive a prestigious certificate, validating their readiness for appointment to the coveted Mine Overseer level. We are already preparing for the next crew, with the second group set to begin training on the 15th of July. With each iteration, we aim to refine and enhance the program, ensuring that it continues to meet the evolving needs of our workforce.



While we eagerly anticipate celebrating our inaugural crew's achievements with a ceremony, our focus remains on ensuring their success.



“ This initiative empowers Congolese employees through practical and theoretical training in planning, forecasting, and operations. ”



Empowering Safety through Digital Innovation: A New Era in Risk Assessment

"Safety: Every Step Counts"

In the often hazardous mining industry, ensuring safety is crucial. At the heart of this endeavor is the commitment to continuous improvement and the adoption of cutting-edge technologies. We are excited to introduce an innovative digital device that provides 24/7 direct reporting capabilities, revolutionising how our team manages safety and risk assessments.

The Digital Leap: 24/7 Direct Reporting

Our new digital device is designed to empower every team member by providing constant access to vital safety tools. This device allows users to perform and utilise risk assessments at any time, ensuring that safety protocols are not just adhered to but ingrained in daily operations. The ability to report and assess risks around the clock means that potential hazards can be identified and managed in real-time, significantly reducing the likelihood of incidents.

A Culture of Safety and Leadership

Safety is not just about protocols and procedures; it's about fostering a culture where every individual feels responsible and equipped to maintain a safe working environment. Our initiative goes beyond providing tools; it is about teaching and coaching. Team leaders are trained to involve their members in performing risk assessments, ensuring that everyone understands their role in maintaining safety standards.

Comprehensive Risk Management Training

The training program encompasses several critical aspects:

- **Performing Risk Assessments:** Learners are taught to conduct thorough risk assessments and identifying potential hazards before they become critical issues.
- **Involving and Coaching Team Members:** Leaders learn how to coach their teams, ensuring that risk assessments are a collaborative effort.
- **Identifying and Reacting to Risks:** The ability to swiftly identify and respond to risks is crucial. Our training ensures that team members can act decisively.
- **Managing and Changing Controls:** Understanding how to apply and modify controls to prevent injury and loss is a key component of our safety strategy.
- **Evaluating Control Effectiveness:** Continuous improvement is driven by evaluating the effectiveness of controls and making necessary adjustments to ensure ongoing safety.

The introduction of a digital device for 24/7 direct reporting marks a significant advancement in our commitment to safety. By combining cutting-edge technology with comprehensive training, we are setting a new standard in risk assessment and management. This initiative is not just about preventing accidents; it's about creating a culture where safety is everyone's responsibility. Together, we are building a safer, more resilient future for our team and our industry.

Safe Workplace Declaration

SAFE MAKING BEHAVIOUR





MIBP

Mining Industry Bridging Program

online
Graduates
course

In the rapidly evolving mining industry, aligning educational programs and training initiatives with industry demands is crucial for maintaining a competitive edge. This alignment ensures that mining professionals are equipped with the necessary knowledge, practical skills, and competencies to meet both current and future challenges, enhancing productivity, innovation, and overall efficiency.

A well-aligned mining workforce contributes significantly to increased productivity and innovation, as employees are more efficient and capable of proposing creative solutions. This alignment also fosters a dynamic and responsive workforce, crucial for navigating the complexities of modern mining environments and responding to unforeseen challenges.

The MIBP program was developed by Tanya Graham after identifying a significant gap between graduation and workplace competence. Understanding the specific needs of the mining sector involves continuous engagement with industry leaders and analysis of market trends to inform curriculum development. This ensures educational content is relevant and forward-looking. Collaborations between educational institutions and mining companies are crucial, as they help develop specialised courses, internships, and apprenticeships that provide real-world experience in mining operations.

“Aligning mining workforce with industry needs ensures success and sustainability in a changing field.”

“Ongoing training initiatives are vital for keeping the mining workforce skilled and adaptable. Continuous professional development opportunities, supported by mining companies investing in student training and fostering a culture of lifelong learning, are key to maintaining up-to-date industry knowledge.”





CONTRIBUTING TO A SUSTAINABLE FUTURE



“HORSE-POWERED INSIGHT”

EALD— Equine assisted learning and development

“Horses demonstrate that your energy precedes you. So many people walk into a room and think, ‘I’m really irritated with these people, but I’m going to show up and they’re never going to know’. Yes they will – the same way a horse does. If you go out there and you’re not authentic, horses aren’t going to have anything to do with you.” – ‘8 Lessons horses can teach you about business’

–www.forbes.com

Equine-assisted learning (EAL) is a powerful method for both personal and professional development. Developed by Adriaan Graham in 2007, EAL combines the wisdom of horses with experiential learning in order to explore relationships, communication, and emotion regulation. Through the use of exercises designed to support the participant’s personal goals, EAL offers a unique perspective that can lead to greater self-awareness and improved leadership skills. The horses provide immediate, non-judgemental feedback which can lead to more effective communication and problem-solving strategies. With EAL, participants leave with increased personal insight and the ability to implement positive change in their lives. Explore the transformative power of Equine-assisted learning.

As ETD Practitioners we need to focus on the Learners, because the need for skilled people in this organisation is imperative. People play a crucial role in a company's ability to produce; therefore it is essential that we develop good leaders in our organisation. The Horseman Leadership course showed us how to get results through taking control. It explains the different types of powers that you as a Leader have, to obtain preferred outcomes and by exercising your rights/powers you can "Control" your Learners. It is unbelievable that such a big animal (Horse), can be submissive to you, by merely winning his trust when giving him clear instructions, clear communication by being assertive and showing him that you are in control and that you know exactly what you are doing. I can clearly recommend this course to all people in leadership positions, so that we can develop a culture in our organisation where people will have the respect, self-motivation and willingness to learn, by changing their mind-set and their behaviour.

-Dirk Beukman



It was a true reflection of the ability of facilitators to control "new learners" . Different positional powers were used by the facilitators to control their "learners" and it did not always work . Each learner has it's own personality and should be treated differently . The passive and passionate (energetic) facilitators were also clearly identified . It is not always the leaders with years of experience who are in total control of their "learners" . Your mentor (groom) means the world to you if he informs you properly regarding the learner and then you can form your own opinion . Horses do not show any emotions so one need to be assertive in order to gain their confidence and ability to follow . Special needs need to be implemented for different learners at different times . Great comparison working with horses and learners if you initially start with them
Recommendation: Recommend it for EVERYBODY no matter what position you fill.

-Kevin Cherr

Courses with horses create enlightened leaders.

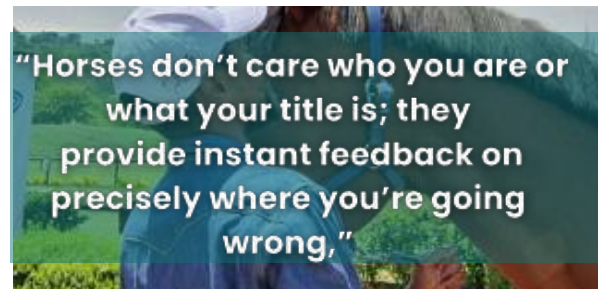
You might be surprised to learn that horses are the coaches in what has to be Coal South Africa's most compelling supervisory development programme to date. The recently introduced Horseman Leadership Engagement Programme represents a massive departure from classroom learning and is helping our supervisors identify limiting behaviours during their interactions with horses.

Why horses? Like people, horses are highly intuitive creatures and are sensitive to what's happening around them. They pick up on body language and tension in the air and respond best when trust is earned. If they recognise a strong, respectful leader they'll feel protected and will gladly follow. But if they don't, expect immediate resistance.

“Taking the incorrect approach, you'll get absolutely nothing out of a horse and it'll immediately mirror how you feel,”

says training manager Steve Clarke who explains how the same applies in the workplace. “If leaders display uncertainty, fear or anger, they can expect their team members to feel exactly the same way. Added to this, poor communication and interpersonal skills – in the paddock and at work – cause conflict, stress and miscommunication, all of which lead to undesired outcomes.”

Instant, honest feedback Delegates spend half a day interacting with horses, starting in the stables where grooming and trust- building takes place. This process is followed by a series of engagements that build up to the handler issuing instructions that are either obeyed or challenged, depending on their approach.



says programme facilitator Adriaan Graham – a lifelong horseman with more than three decades of experience in human resource development and business psychology. He explains how regardless of whether the issue is trust, tone of voice, body language or the inability to manage emotions like anxiety, frustration or annoyance, the horse leads its handler directly to the source of the problem. “Fortunately, they're forgiving animals, so a change in approach will soon lead to the desired outcome,” says Adriaan, adding that this results in a vivid learning experience that can be applied directly in the workplace.

“This is a programme where the penny really drops, and our people are loving it,”

says Steve of an initiative that is delivering 'aha moments' that will translate into effective, enlightened leadership. Seventy of our more than 300 supervisors have been exposed to the programme, with the rest to follow during the course of 2019.



Our Team



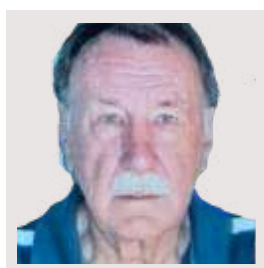
Adriaan Graham
Founder

Adriaan Graham is a seasoned HR development professional with over 30 years of experience and a focus on business psychology in Africa's mining sector. With a B.Com degree from the University of Potchefstroom, he is a key consultant, known for enhancing organisational success through integrated team engagement, safety, risk management, and productivity strategies. His work in developing and implementing safety and HR programs across various companies highlights his commitment to fostering workplace cultures that prioritize safety, motivation, and engagement, making him a crucial asset in achieving sustained organizational effectiveness.



Tanya Graham
Managing Director

Tanya Graham is an experienced professional with expertise in coaching, business analysis, and development, leveraging advanced AI tools for innovative solutions. With over a decade in corporate roles and her own successful entrepreneurship venture, she has a deep understanding of business dynamics. Tanya has significantly enhanced workforce capabilities through leadership, communication, and management training for major corporations. Known for her analytical skills and strategic problem-solving, she is committed to excellence, integrity, and fostering strong industry partnerships, continuously driving organisational success and adaptability.



John Hairbottle
Mining Expert

John is a seasoned mining professional with a solid background in mining production, management, and training. He holds a National Diploma for Technicians in Mining from Witwatersrand Technikon and several certificates of competency. Starting his career in 1967, he advanced from Learner Official Mining to Senior Divisional Training Manager at President Steyn Gold Mine, Anglo American, where he managed key operations, introduced critical capital projects, and achieved significant safety milestones. He also lectured at the University of Johannesburg and founded JWTraining Services, offering specialized programs in mine planning and management.

John has been pivotal in developing and implementing practical and theoretical mining training programs. He has contributed to drafting mining qualifications and standards and trained over 200 professionals. His consulting work includes enhancing ventilation systems and conducting safety training internationally. His expertise spans systems engineering, project management, negotiation, and organizational renewal, demonstrating his commitment to advancing mining practices and safety standards. John brings a comprehensive skill set to the mining industry.

**We have a team of over 20 partner consultants, including specialist, trainers, coaches and partners.
All experts in their fields.**

Get In Touch




OUR CLIENTS



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