



TOWERSTONE

HEARTSTART FOUNDATION

Inspiring a culture of Brand Ambassadors

ABOUT US

TowerStone is a leading Southern African organisational development firm, focusing on people empowerment, development and performance improvement with the ultimate objective of creating brand ambassadors. We are passionate about empowering leaders to unlock their own and team members' potential. We see ourselves as catalysts in empowering people to become great leaders by:

- unlocking their potential,
- retaining their talent,
- nurturing their talent pipeline,
- sustainably developing their leaders,
- aligning staff values to that of the organisation and
- utilising change management to their advantage.

Since our inception in February 2006, we have secured a number of blue-chip clients including the largest construction and manufacturing group in Southern Africa with 35 000 employees, the largest FMCG retailer in Africa, a market-leading clothing retailer, a short-term insurance leader and a prominent investment bank.

In a short time, our clients have reaped the rewards of investing in their staff, enjoying improved leadership skills and behaviours with a direct impact on increased productivity and profitability, employee satisfaction and active brand ambassadorship

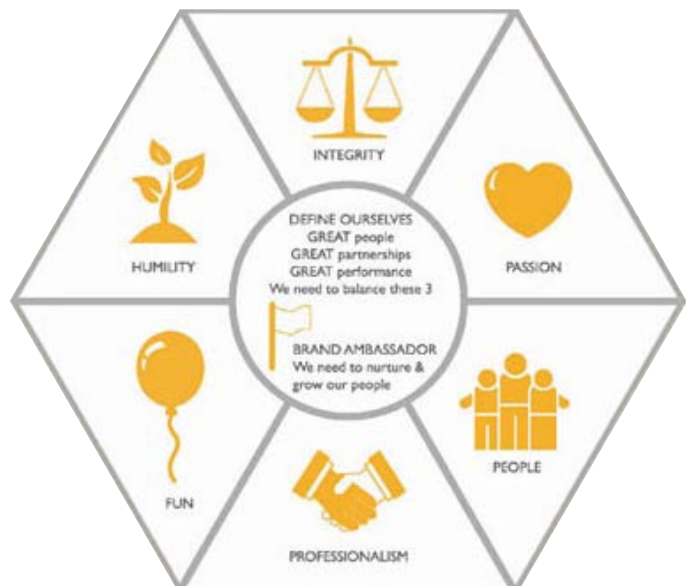
How do we live our Brand as TowerStone Brand Ambassadors?

TowerStone stands for exceptional service and value. All that we do, market and deliver to our customers is underpinned by our core values of Fun, Humility,

Integrity, Passion, People, and Professionalism.

These are the constant elements comprising our DNA that we never compromise on.

- Fun** - We have fun so those we interact with have fun with us.
- Humility** - We keep our feet on the ground. We are always appreciative of the growth and fulfilment we gain from our daily experiences.
- Integrity** - We strongly believe in what we do and never compromise - we do what we do because it's the right thing to do.
- Passion** - We have a deep commitment and energy to all that we do. Our customers and partners experience, share and live our passion.
- People** - We respect, trust and care for our people internally (our internal purpose). We empower, uplift and enrich each other externally with our customers and partners.
- Professionalism** - We deliver and do the best we can from our hearts.



MEET OUR TEAM



John Volmink, Chairperson

John Volmink was born and raised in Cape Town South Africa. He started his academic career at the University of Western Cape, South Africa and completed his PhD in mathematics education at Cornell University, Ithaca NY in 1988. He held various teaching positions including the University of Western Cape, University of Cape Town and Cornell University. He returned to Southern Africa in 1990 after almost a decade in the USA.

After a brief stay at the University of Botswana in Gabarone he returned to South Africa in 1991 and immediately got involved in development initiatives as the Director of the Centre for Advancement of Science and Mathematics Education in Durban, South Africa as well as other partnership programmes in KwaZulu-Natal and elsewhere in South Africa. John later served as Pro-Vice Chancellor: Partnership at the University of KwaZulu-Natal until 2004. During his term at the University of KwaZulu-Natal he was responsible for partnership programmes with business, government and the community and served as the Executive Director of the Development Foundation of the University.

He has also been centrally involved in curriculum reform in post-apartheid South Africa and has been asked by the Minister of Education to play a leading role in the transformation of education in the new South Africa. John is the Chairperson of Umalusi Council for Quality Assurance in General and Further Education and Training, a statutory organisation which monitors and improves the quality of general and further education and training in South Africa. He is also the Principal and Chief Executive Officer of Cornerstone Christian College

John and his wife Engela, who is also a teacher, work together in voluntary community based educational projects in the Cape Town area with a focus on young people. Currently Chairperson of the International Partnership Network (IPN) and also the Chairperson of the Board of a large South African publishing company, John continues to provide leadership on the Boards of several South African non-governmental development organisations involved in education, health and community upliftment.



Brian Eager

Brian, Gary Dobkins and Mandy Eagar formed TowerStone in 2006 with a vision of uplifting people in their work life based on the concept of unlocking Brand Ambassadors and living a secondary role. Brian's key roles are setting purpose and strategy, business development as well as overseeing regulatory and financial disciplines. He is also actively involved in delivery with multiple facilitation, coaching and business consulting responsibilities.

Prior to forming TowerStone, Brian had many years experience as an executive leader within a large multinational technology company, culminating as head of global sales strategy in Munich, Germany. Brian's success and passion has always been underpinned by his desire to uplift and grow people. The ability to bring together a diversity of skills, personas and values into one cohesive, high performance unit has always been an underpinning success factor. It is this philosophy which enables TowerStone to deliver the value that it does. Brian's purpose is to make a difference in the lives of all those that he touches.



Gary Dobkins

Gary is primarily responsible for business consulting, project delivery and programme management, and is actively involved in facilitating various programmes. Prior to forming TowerStone, Gary was a senior business consultant for a large multinational technology company. Gary facilitated relationships between people, business and technology in multiple projects and programmes, locally and internationally, over a corporate career of 15 years. He also has a 10 year academic and research background with a Masters degree in Biological Sciences from the University of Port Elizabeth.

His passion, underpinning the purpose of TowerStone, is to expand leaders' awareness of the incredible potential that we all have within us, and then to help them understand how to unlock that potential.



MEET OUR TEAM



Mandy Eager

Mandy is primarily responsible for all operational aspects within the company. Her areas of responsibility include the overseeing of content review, resource capacity planning, marketing and the day to day running of the company.

Mandy had many years of experience working in the sales environment of a large American software development company. Mandy managed the regional Cape Town operation where she was responsible for the regional sales quota as well as management of her team.

Mandy is passionate about people. Her aim is to make a difference in the life of others wherever she can.



Doreen Nel

Doreen Nel joined TowerStone in March 2007. Running the Towerstone Evolution (Personal Mastery) practice and facilitating various leadership development progreaames.

Prior to joining TowerStone Doreen worked within the Human Resources and Organisational Development field, including national head of training for a large FMCC retailer. She has acquired a vast amount of knowledge over the past 18 years within this field. The last seven years was spent facilitating in Africa, specifically around the concepts of management and leadership within the retail vertical market.

Also, Doreen's passion is to facilitate and empower others. She is motivated by the belief that one needs to seek and surround oneself with wisdom.



Lisa le Roux

Lisa joined TowerStone in October 2007 and is responsible for running the Towerstone Connect practice, facilitation and content development.

She also performs various administrative and marketing tasks. Lisa's background is in education with experience in content development for a large publishing house.

Prior to joining TowerStone, Lisa was Director of Studies for a leading Education Group where she fulfilled various management functions as well as lecturing responsibilities. Lisa has been in the field of Education and Training for the past 15 years.

Lisa has a genuine love for developing people and is passionate about their growth.

Lisa derives great pleasure out of spending time relaxing with her husband and daughter Aimee – preferably enjoying a delicious meal that she has cooked.



André Ford

Andre joined TowerStone in April 2008. Andre facilitates various skills based programmes, and also provide support to our facilitators.

Andre's key responsibility areas include the Individual Value Assessment process that we conduct for some of our customers He works with the Individual Value Assessment through the Cultural Transformation Tool by Richard Barret. His aim is to be a qualified facilitator on our Leadership Development Programme by the end of 2008.

Prior to joining TowerStone, Andre was a Call Centre Team leader at a large Technology / Business Services Company. Andre was responsible for compliance to Service Level Agreements and resource management of the Customer Interaction Centre. He was also part of a task team responsible for continuous improvement implementing solutions .

MEET OUR TEAM



Belinda Glover

Belinda joined TowerStone in April 2008 and is responsible for the TowerStone Wave practice. In addition to her focus on cultural and transformational consulting, she is involved in facilitation, content development, administration, and marketing across TowerStone.

Prior to joining TowerStone, Belinda was Head of Junior Mathematics at a Southern Suburbs Cape Town High School. Belinda's purpose and passion is to empower people in understanding themselves within their work environment, and developing their leadership strengths and outlook in all spheres of life.

Belinda is happily married, lives in Cape Town, plays the piano and is involved with her local church community.



Ilse Coetzee

Ilse is responsible for all the back office support at TowerStone. She also provides support to all our facilitators and assists with content development.

Prior to joining the TowerStone team, Ilse had many years experience as an administrative clerk within the motor trade working together with insurance companies. She was responsible for any admin tasks required to final costing of insurance invoices.

Outside the office she enjoys family time, outdoors and motorsport.



Kevan Wright

Kevan has worked, primarily in the Information Technology sector where he has held successful sales and management positions in large organisations in the Western Cape.

In addition to his commitment to quality, professionalism and an unyielding passion for customer service, Kevan has always thrived in an environment of helping, growing and bringing out the best in individuals to assist them in meeting their individual and team objectives.

Kevan joined TowerStone as Practice Leader for the Team Mastery Practice (TowerStone Prism), a value and outcomes based team development initiative.

With this unique value proposition, he intends making a positive and tangible contribution to the way in which teams function in today's complex business environment.