



WORKPLAY®

Inspiring High-Performance Teams

WORKPLAY COMPANY PROFILE.



WORKPLAY was started in 2012 to inspire and enable the development of high-performance teams.

We understand how important the right team dynamics are for the achievement of organisational objectives – and have successfully supported major organisations in improving their team collaboration and abilities to achieve company goals.

WORKPLAY[®]

Why Team Dynamics Are So Important



According to a study by Stanford University, teams that work well together **are 50% more productive.**



The Harvard Business Review found that **teams make better decisions 87% of the time** compared to individuals.

Deloitte.

As reported by Deloitte, **collaborative teams are 5 times more likely to be high-performing** in creativity and innovation.

GALLUP

According to Gallup, companies that foster teamwork **have a 50% lower employee turnover rate.**

McKinsey
& Company

McKinsey's research suggests that employees **save an average of 50 minutes daily** due to efficient collaboration.



About Us : Our Focus

Through our team's multi-disciplinary and management consulting experience, we observed that many organisations face challenges in the implementation of strategies (which involve cross functional projects and tasks), and quite often these challenges **arise from ineffective team collaboration**.

Despite typically having the right technical skills, team performance is usually **inhibited by several 'softer skills' issues** such as communication, trust, transparency, and a general misunderstanding of the work styles between the various functional teams.

Team dynamics challenges often hinder a company's ability to achieve common objectives and goals.

WORKPLAY is dedicated to helping organisations improve their team dynamics, and we continue to support many companies and functional teams on their journey to high-performance.

Create the kind of workplace and company culture that will attract great talent. If you hire brilliant people, they will make work feel more like play.

RICHARD BRANSON

What We Do : Our Core Service Offerings



Key Objective : Ensuring that an organization's goals, resources, and activities are coordinated.

It involves aligning different levels of the organization—such as corporate strategy, business units, departments, and individual roles—to maximize efficiency and effectiveness.

Key Benefits : Ensures all teams and individuals are working towards the same goals and objectives.



Key Objective : A diagnostic to understand the “health indicators” of a specific work team.

It explains about 75 % percent of the differences between low and high performing teams measured by efficiency, results, and innovation.

Key Benefits : You get a very clear idea of how well your team is performing and the gaps that need to be closed.



Key Objective : Aimed at improving the quality of relationships within a group.

It promotes active collaboration and helps the group better understand how to harness strengths of team members.

Key Benefits : It builds trust, mitigates conflict, encourages communication, and increases collaboration. Improves employee engagement - which is great for company culture.



Key Objective : Supporting teams across the lifecycle of their projects / work tasks.

Helps teams identify and overcome specific obstacles to achieve its goals.

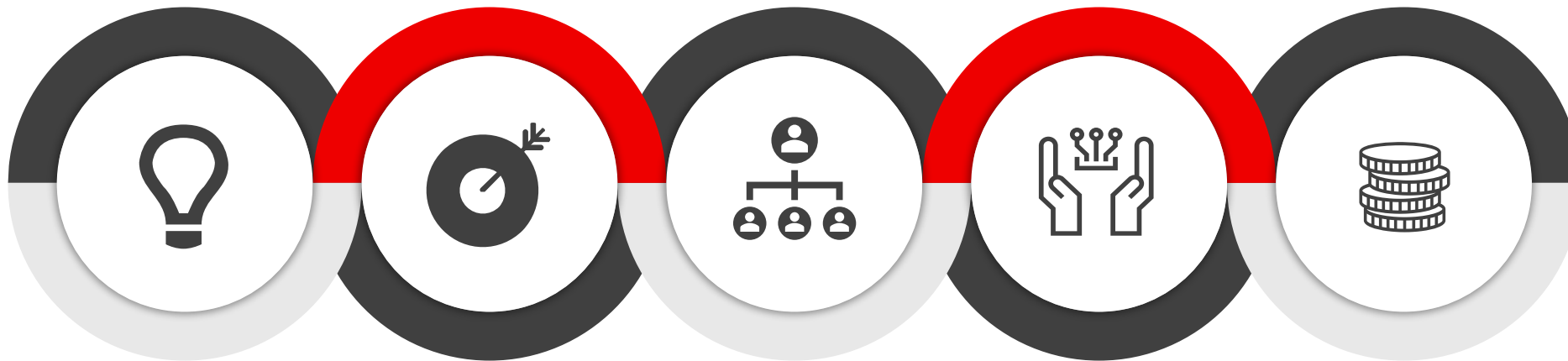
Key Benefits : Enables teams to deal with real-live issues, and because some coaching interventions happen over a longer period, it results in deeper learning and sustainable performance.

Our Value Proposition : Why Choose Us

We **understand** team dynamics and how important it is within a business context.

We have worked **across** the organisational hierarchy – from Board and ExCo to shop floor.

We provide **value for money** services – affordable and competitively priced.



Our programmes are **tailored** to your specific needs.

Our programmes are **practical** (NOT overly theoretical) and engaging.

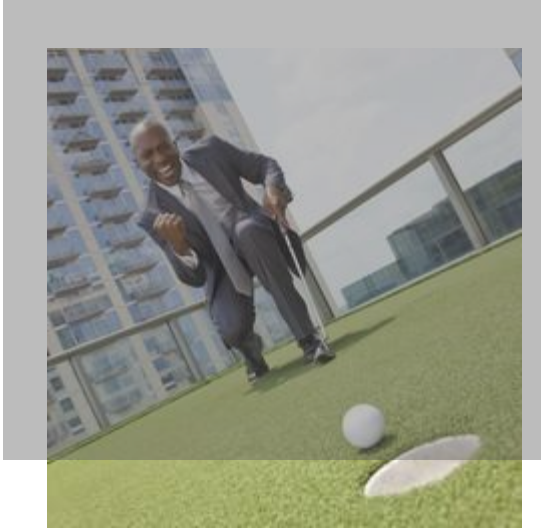
Our Clients : Who We Have Worked With



We have worked with several **major organisations** within Southern Africa



Our Case Studies : Successfully Completed



Legal Guard Botswana: facilitated several cycles of **strategic planning** and turn around action plans for **Executive Management** team, and provided **business transformation implementation support**



Botswana Telecommunications Corporation: facilitated **team coaching** for technology business unit **Senior Management** and conducted several team building programmes for the entire department



Cash Bazaar: conducted multi-dimensional **management development programmes** for all retail store managers and conducted several team building sessions for the entire branch network



First National Bank Botswana: conducted multiple **soft skills development** programmes for staff including presentation skills, personal effectiveness, business writing skills and team building across the branch network



Vivo Energy Botswana: formulated and conducted a **leadership development programme** for all quality marshals across the entire branch network that included off-site conceptual and on-site practical instruction



Citizen Entrepreneurial Development Agency : facilitated **coaching** for participants of the Graduate Development Programme to enhance presentation skills, motivation and personal effectiveness



Botswana Insurance Holdings: supported the development of the Group HR strategy and facilitated a **team coaching programme for the HR Senior Management Team**

Client Testimonials : What They Said About Us

“The team building experience was a valuable opportunity to strengthen relationships and enhance collaboration within our team. Through the various activities, we learned to communicate more effectively and support one another in overcoming challenges.”
– **Ame Amey (Business Intelligence Analyst)**

DE BEERS GROUP

“A perfect mix of laughter, learning, and teamwork – an unforgettable experience that brought out the best in all of us!” – **Unobona Linos (Senior Internal Auditor)**



“The training session was outstanding, with the presenter effectively using real-world examples to enhance customer experience strategies. I appreciated the engaging presentation style and ample opportunities for questions. This practical workshop exceeded my expectations, benefiting me personally and professionally. We've already begun implementing what we learned. Overall, it was a captivating and enlightening experience!” – **Ajangale Karkari (Senior Manager - Customer Services)**



Client Testimonials : What They Said About Us

“With over 400 staff from 6 sections all under a single business function, the need to harmonise operations was paramount. WORKPLAY made the seemingly impossible, possible in optimising our team dynamics and help us significantly improve service delivery” – Thabo Nkala (Ex Head of Technology)



“Thanks to WORKPLAY for the uniquely creative, fun, and engaging approach used to facilitate our staff retreat. Having participated in many retreats, this one was unique, it got everyone involved, engaged and participating with energy. When it was time to unpack the tough issues, the facilitators handled these with utmost professionalism, experience, and tact. One of the best retreats ever.” – Victor Burzlaff (ICT Associate)



Our Associate Team

We collaborate with trusted associate partners to provide you with in-depth expertise.



Ahmed Bhamjee is a multi-skilled professional with a proven track record in leading successful Strategy and Business Transformation. He has over 20 years of experience. Ahmed has led and supported organisations in Southern Africa and the Middle East across the transformation spectrum of strategy, talent, operations, and technology. He has successfully facilitated corporate training for over 3500 delegates and completing over 2000 hours of training including Team Building, Presentation Skills, Leadership Essentials, and Strategic Planning.



Buca Matenge is a talented business management expert with an exceptional record of service in the SMME sector. He has studied and worked in some of the finest institutions in the world. Buca is a results oriented and experienced professional in customer service and sales. He excels well in fast paced environments, as well as monitoring and supervising staff to increase productivity and company profitability.



Ndiko Phumzile Giddie is a passionate Dietician and Employee Wellbeing practitioner with over 23 years experience. BSc. Dietetics & Nutrition from Andrews University, Michigan, U.S.A. She has successfully designed programmes that support improved productivity and wellness in various companies including FNB, Debswana, and Novo Nordisk. She has spearheaded positive change within the corporate health and wellbeing industry in Botswana.

Our Associate Team



Refiloe Nyamambi has over 18 years of invaluable experience in management consulting. She brings to the table a wealth of expertise in driving organisational success. Her core capabilities lie in orchestrating business transformation, spearheading strategic change management, fostering culture transformation, and optimising leadership effectiveness.



Lesego Selotate has a proven track record in the financial industry, having held key leadership positions in various organisations over the years. He possesses a wealth of experience in equity financing, having been involved in deal origination, deal structuring, portfolio management, and value addition. Lesego was part of the team that pioneered Private Equity/Venture Capital Funding in Botswana.



Vongani Shirilele is a seasoned independent IT professional who has transitioned into a successful business owner, with over 17 years of experience in the ICT industry. He has a proven track record of implementing IT projects for prominent companies, including Accenture, Standard Bank, JSE, FNB, Discovery, and Investec.



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