



# Alison du Toit

## BA HONS (Industrial Psychology)

Alison is currently completing here Masters Degree in Industrial Psychology with her dissertation topic being *“Leadership effectiveness and emotional intelligence: Uncovering the relationship in a South African financial services institution”*.

Her areas of expertise include:

- Leadership and team development
- Productive Dialogue
- Systems Thinking
- Facilitation of Change Management
- Process Work Consultation

Some of my philosophies are:

*“I am committed to a spirit of abundance versus a mindset of scarcity.”*

*“I am not married to any one style or methodology but prefer to have a toolbox from which to work thereby offering a unique and customised experience.”*

*“Authenticity is critical for me so I am not afraid to tackle any topic with anyone in a constructive manner. Really effective learning and growth mostly comes from a place of discomfort.”*

*“I am a creative spirit and love to dance in the moment while holding the balance of process structure.”*

*“Intuition is key...this enables an understanding of both the individual and team dynamics which are not always being placed on the agenda.”*

*“Having fun!”*

Alison is an Organisational Development consultant who has worked for the past 14 years with various organisations in the areas of leadership, change enablement and strategy.

Alison is a skilled facilitator who offers a systemic approach to unique and complex challenges for individuals and teams. She believes implicitly in the use of engagement and dialogue as leverages to ensure all perspectives, even the controversial one’s, are considered. Her passion for connecting with the heart and minds of people truly enables her to integrate the business with the growth of the individuals concerned.

In addition to individual and team facilitation and consultation, Alison has a unique contribution to make in the design, development, coordination and facilitation of Large Group Interactive Events. She has been involved in over 20 such engagements focussing on strategy formulation, strategy communication, role clarification, culture change and transformation, practitioner development and business engagement to enhance performance.

These engagements require significant project management and process consulting to ensure an effective burning platform has been created.

Alison has an informal but energetic approach to her work and always encourages work/life blend for both herself and her clients.

An advocate of the critical importance of relationships and collaboration, Alison is an independent practitioner who connects with others who represent the same values and worldviews in an attempt to create powerful synergies. She has worked in association with Dr Johan Strümpfer of Strategy Partners as well as various independent OD Practitioners and consultants and is currently an associate with both the Centre for Conscious Leadership and Symphonia.

A born and bred Capetonian, Alison considers herself to be a proudly South African citizen who can value and appreciate diversity of different cultures, people and points of view.

### Clients (past & present)

- Absa Bank
- First National Bank
- Nedbank
- Investec Private Bank
- BHP Billiton
- Swartland Municipality
- Santam
- Sanlam
- Cape Coastal Vintners
- Old Mutual

### Accreditation/Affiliation

Alison is a facilitator for the University of Cape Town’s Graduate School of Business and has also lectured and facilitated for the University of Potchefstroom. Alison is active

in diverse communities and networks. She is an accredited Nine Conversations in Leadership™ and Purposeful Teams™ facilitator.



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