



Karin van Niekerk

Director - B.Comm (Hons) and M.A. (International Studies)

Karin's approach to work:

- She does not believe in a 'one fit for all approach', but rather to explore the issues in organisations with her clients to ensure that a customized approach is implemented.
- She believes that curiosity is an essential ingredient to help people grow and learn.
- Karin believes that both power and love (reference to Adam Kahane) have a space in the workplace.
- Having fun!

Work

Karin worked as an HR consultant in the UK for Heinz Europe and Old Mutual PLC from 1997 to 2005. After this Karin joined KPMG LLP UK as an OD consultant to work on various projects.

Karin joined Symphonia Leadership Development as a Director in August 2008. Although she is accredited in many of Symphonia's offerings, her main responsibilities are business development as well as management of many of the client relationships. She believes in establishing long term partnerships where both the client and consultant learn from each other. Karin also has a close relationship with Symphonia's network of associates.

Her philosophy is to support organisations on a journey where they create an engaged workforce and environments where people can thrive and do their best work.

Karin is passionate about continuous development and ensures that she stays up to date with the latest thinking in the Organisation Development space especially around the themes of *The Neuroscience of Leadership* and *Reinventing Management*.

She is passionate about South Africa and has been influenced by the work of Ben and Roz Zander—living in possibility.

Karin is an experienced HR and Organisational Development consultant with a proven track record of operating within a multi-cultural and geographically international environment. Karin has spent most of her career (10 years) in the United Kingdom working in many different European countries. She has been involved in projects across various industries, including FMCG, automotive, financial services and telecommunications.

Clients (past & present)

- Vodafone
- Heinz Europe
- KPMG
- Old Mutual
- Sanlam
- First National Bank
- First Rand
- Joshua Doore Group
- Indigo Cosmetics
- Parliament
- Provincial Government of the Western Cape
- Clicks
- Coca-Cola Sabco
- Aurecon
- Donaldson Filtration
- Liberty
- Mazars
- Media 24
- Metropolitan
- Microsoft
- Pearson Southern Africa
- British American Tobacco
- Federal Gaming
- Santam
- Spur

Accreditation/Affiliation

- Flawless Consulting Facilitator
- Nine Conversations in Leadership Facilitator
- Purposeful Teams Facilitator
- Organisational Culture Inventory Accredited User (Human Synergetics)
- Member of the SAODN



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Symphonia derives from the "Symphony of Voices" where we seek to inspire & elicit from each group with which we work. Please visit www.symphonia.net to learn more.