



Louise van Rhyn

BSc / MBA / DMAN (Doctorate in Organisational Change)

"Louise is a firebrand! No hurdle is too great, no task too complicated. When someone combines, in equal measure, passion, vision, enthusiasm, judgment and follow-through, the world shifts. Louise van Rhyn is a living commitment to shifting the world."

Ben Zander

Leadership Guru & Conductor,
Boston Philharmonic

"Louise teaches us how to be courageous and to stand up for what we believe... her vision, insights and wisdom around the power of human beings to co-create greatness together, bring light to the world... Louise's work is making a profound contribution to us all."

Judith E. Glaser

Thought-leader and co-author of best-seller:
"Creating WE"

"Louise is the embodiment of The Art of Possibility. She invents her life... dreams on a larger scale than most ever think to... She has energy and sparkle and an enormous ability to make things happen."

Roz Zander

Co-Author of the best-seller, "The Art of Possibility"

"Louise is the rare person who fully integrates a clear and incisive mind with the capacity to fully relate and embrace all people she comes in contact with. Add to this, a passion to restore high performance and humanity to our organisations and communities. She is a national treasure."

Peter Block

OD Guru, Speaker, Thought Leader and Author of best-seller 'Community: The Structure of Belonging'

"Every now and again I'm impressed by an activist – someone determined to make a difference in the World – who tirelessly promotes a cause. Louise is such a special person who understands humans, organisations, hierarchies and social systems. She works with and stays abreast of, the newest thinking in her wide field of interest and activity. She has wisdom beyond her years."

Colin Hall

Previous Chairman, Wooltru, Currently Head of Learn to Lead (Leadership Development organisation)

"Louise is a dynamic, compassionate and powerful driver of positive social change in South Africa."

Ian Macdonald

Co-founder and Editor of 'South Africa The Good News'

Louise, with a doctoral degree in organisational change, has twenty five years experience as a change practitioner with a focus on large scale change in complex social systems. She has worked with diverse local and global organisations, across all sectors, in many countries.

In 2008, Louise founded **Symphonia** – a group of organisations committed to sustainable transformation in people, teams, companies, organisations and communities throughout the world.

Through **Symphonia Leadership Development**, Louise continues to practice as a leading Organisational Development (OD) practitioner. She has been privileged to work with some of the world's leading organisations and to have had the opportunity to study extensively – especially in the field of Complexity Science with Ralph Stacey & Patricia Shaw. She has also been challenged and inspired through her partnership with Ben & Roz Zander, Peter Block, Judith Glaser and her colleagues in the Creating We Institute.

Through **Symphonia for South Africa** – a community focused NPO, Louise is committed to mobilising citizens to become actively involved in addressing the education crisis facing South Africa. She initiated the innovative **School @ the Centre of Community** leadership development process that creates an opportunity for business leaders and school principals to develop their leadership skills in a co-learning partnership.

As OD practitioner she partners with leaders in organisations who face complex organisational challenges and aim to share what she has learned. She facilitates and designs processes for people across the hierarchy to help them become more aware of the power they have to co-create a culture of **collaboration** and **citizenship** where they can flourish and live a life of **contribution**. Her sessions have profound results as they are uniquely designed to ignite energy, engagement and a sense of possibility.

Through Louise's partnership with leading international OD and change management practitioners, **Symphonia Leadership Development** has been licensed to offer **Flawless Consulting** workshops (developed by Peter Block) in South Africa and Louise is the primary facilitator of this transformational process in South Africa.

Over the past four years Louise has worked with Ben & Roz Zander and launched an initiative to 're-ignite the conversation of possibility in South Africa' which recently resulted in the release of a DVD entitled **"South Africa: Alive with Possibility"**. Since 2009 she has been working with Peter Block to equip citizens and leaders in South Africa with the skills to be social architects. She regards this work as some of the most rewarding and meaningful work she has ever done.

Clients (past & present)

- @Home
- ABSA
- BATSA
- BBC
- Exact!
- FNB
- GlaxoSmithKline
- Hertex
- Hollard
- London Underground
- Marks & Spencer
- Mazars
- Media24
- Metropolitan
- Morgan Stanley
- Nedbank Business Banking
- Nokia
- Office of Deputy Prime Minister (UK)
- Pearson SA
- PetroSA
- Royal & Sun Alliance
- Sanofi Pasteur
- Sanlam IT
- Santam
- Sotheby's Institute of Art, London
- South African Parliament
- Spur
- Truworths
- Wyeth



Academic, Consulting & Leadership Affiliations

Louise founded the **South African Organisation Development Network (SAODN)**, with chapters in Cape Town, Johannesburg and Durban. She is also a founding director of the **Academy of Organisational Change (AOC)** in South Africa and has been instrumental in introducing the innovative work of **NeuroLeadership** to local organisations. New insights from NeuroLeadership enable leaders to create organisations that are truly "fit for human life". She is active in a variety of communities and associations, including **Ashridge Consulting (UK)**, the **Creating We Institute (USA/global)** and the **NeuroLeadership Institute (USA/global)**. Louise is co-author of '42 rules for Creating We' (a book for change agents).



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The name **Symphonia** derives from the "Symphony of Voices" Louise seeks to inspire & elicit from each group with which she works. Please visit www.Symphonia.net to learn more.