



# Lucille Greeff

Facilitator and Organisation Development Practitioner

*"Lucille displays excellent organisation development skills. Her work with our management team at Stellenbosch Hospital has added value to our development as a team and has provided the tools to place the team onto a more positive trajectory."*

**Dr Richard Davids, Stellenbosch Hospital**

*"Lucille is gifted with an inventive style that is rooted in some robust experience. She has added great value to some of our public sector projects because of her drive to ensure learning is purposeful, practical and also full of joy."*

**Joanna Ward, Telos Patners**

Lucille is a facilitator and OD practitioner with a specific interest in reinventing management and organisations to be fit for human consumption. She has worked with organisations from a variety of fields in the public, private and NGO sectors. She is currently completing her PhD in Organisational Behaviour with UP. She has a BA (Hons) degree in Psychology and an MA in Development Studies and has also completed further training in system dynamics modelling.

Her areas of facilitation and consulting expertise include; Purposeful Dialogue, Change Management, Culture Transformation and Cultural Due Diligence, Assessment Centres, Organisation Diagnostics, Team Development, Organisational Diagnostics and Community Building.

She is an online entrepreneur and has developed and applied intelligent questionnaire technology to Enneagram Testing ([www.integrative.co.za](http://www.integrative.co.za)).

## Work

She takes a systematic approach in creating sustainable change in teams and organisations by not only addressing symptoms and patterns of behaviours, but by also addressing structural inconsistencies and challenging the mental models that sustain problems. She is passionate about her work as a shapeshifter within organisations; enabling teams to reinvent management and their ability to re-imagine the possibilities the future holds.

As a facilitator she is known for her creativity, energy, conceptual ability and process-sensitivity. She is able to work within complex environments that require systemic insight and a depth of understanding of operational, strategic and interpersonal dynamics.

Lucille combines aspects of both power and love in her work. She has a unique contribution to make in the area of individual and organisation diagnostics. From a change and development perspective she applies the "if you can measure it, you can manage it" principle.

She has designed and led a number of large scale research projects in organisations.

Lucille's facilitation toolkit is diverse. She facilitates laughter sessions which stems from her interest in the field of Neuroleadership.

Lucille works as an associate with both Symphonia and Treetops Consulting.

She believes in the power of nature and is a trained Vision Quest facilitator. This enables her to draw on symbols and narratives from nature as part of her process. She believes that the poetics of space can be instrumental in shifting conversations and that one needs to consider the environment within which you convene conversations with great care.

Lucille resides in the Simon's Town community and is the mother of two boys. She believes in the power of active citizenship and is proudly South African. She is a published poet and spoken word artist and strives to be as graceful as a jellyfish.

## Clients (past & present)

- Truworths
- Pick n Pay
- Volkswagen SA
- BHP Billiton
- Department of Health
- World Vision
- Tongaat Hulett Sugar
- Compass Group SA
- Rape Crisis
- SASOL
- ITAC
- Added Value
- MUA
- ADP
- Parliament of the Republic of South Africa

## Accreditation/Affiliation

- Chartered Personnel Practitioner (Organisation Development) with the SABPP
- Registered Psychometrist with the HPCSA
- Nine Conversations in Leadership™ Level 1 Facilitator
- She is an active member of the Academy of Management (AOM), SAODN and the ACSG
- Accredited user of Barret Culture Transformation Tools, CPP



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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](http://www.symphonia.net) to learn more.