



Bringing you the world of
Talent Development
Talent Technology
Talent Advisory

.....

YOUR TALENT STRATEGY IS OUR BUSINESS

Our solutions help heads of Talent, Human Resources, Learning and Development and IT to enable their people's performance to match business needs. We design and implement talent solutions that ensure a talent experience for high performance building capacity and capability.





Hello fellow human



TALENT EXPERIENCE THE HIGH-PERFORMANCE GOLDEN CIRCLE

.....

Are your people deeply inspired, connected and enabled?

We help you select and build the right performance ingredients and behavioural habits to establish a culture code of sustainable growth.

We are passionate about working with our clients and their people to select and build the right talent and development technologies and partner with you to craft world class talent experiences.

Together, we can ignite high performance and enable good decision-making. We provide you with world-class Talent Development, Talent Technology and Talent Advisory solutions.



TALENT EXPERIENCE: SMART PEOPLE PERFORMANCE DEFINED!

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The Infinite Five Struggles

Our **Smart People Performance** solution helps to ignite alignment, inspires innovation, encourages system adoption, increases productivity, and helps your organisation grow at every level.

Smart People Performance is integrated by **the golden thread of expert Talent Development, Talent Technology and Talent Advisory** solutions, holistically enabling high-performance habits around leadership and team capabilities, relationships and structures, processes and systems.





SHIFT

Leadership Perspective

- **Establish a high-performance culture:** interactive, multimedia, inspirational stories
- **Unlock new thinking and shift mindsets:** more than 13 intriguing true stories of high performance
- **Empower leaders and teams:** expertly facilitated moderated conversations
- **Build new habits for high performance:** smart toolboxes to activate habits for success



NURTURE

a Performance Culture

- **Talent management:** make better future-fit data-driven decisions for your talent and organisation
- **Strategy and change:** inspire your people to change and ignite their passion to deliver business results
- **Leadership and culture:** enable your leadership teams to create their unique brand and to build new high-performance habits and behaviours
- **Digital transformation:** enable people processes through digital technologies that transform performance
- **Talent assessments:** better understand your people's strengths and your team's productive habits to compete and win
- **Performance enablement:** create a culture of feedback that actively measures performance



A portrait of a young Black man with short hair, smiling warmly at the camera. He is wearing a light teal button-down shirt. The background is a blurred, futuristic-looking space with large yellow arrows pointing diagonally, hexagonal patterns, and glowing teal icons representing people, data, and connectivity.

INSPIRE

People Productivity

- **Engage for sustainable high performance:** human capital strategy, learning strategy and transformation
- **Future-fit your organisation for success:** learning and talent assessments, talent management and people balance sheet planning
- **Connect learning journeys to performance outcomes:** onboarding, talent development and learning mapped to your individual and company needs
- **Move the needle on learning experiences:** smart learning and talent experience platforms, tools and digital learning assets
- **Upskill people with new digital smarts:** digital learning content (customised or plug-and-play)



GROW

Sales and Unlock Customer Value

- **Discover why your customers buy what they buy:** learn to meet customers' social, emotional and functional requirements
- **Activate and strengthen sales team engagement:** digital sales activation challenges
- **Establish a performance-based sales culture:** sales leadership and culture solutions
- **Mobilise the right sales strategy:** sales strategy validation and optimisation
- **Accelerate sales pipelines and generate growth:** customer-centric sales strategy
- **Grow and sustain critical sales capabilities:** digital learning content for sales





IGNITE

Career Dreams

- **Fast track career growth in the new world of work:** certified learning paths that build relevant skills and competencies
- **Invigorate your skills development offering:** university-certified online and blended short learning courses
- **Rapidly improve your scorecard metrics:** B-BBEE (South Africa) and other scorecard solutions
- **Trusted certification:** digitally enabled learning solutions supported by dedicated teams of Wits, Queen's University Belfast, UFS and GIBS academics and experience managers



IMPACT

Tech careers and capability

- **Real-world scarce skills training for youth:** find, recruit and custom train youth to your demand-led specs, getting them work-ready and employable
- **Learnerships:** we find the talent, match personalities and abilities to your culture fit, and then train them to meet your digital skills needs
- **Rapidly improve your scorecard metrics:** create a talent pipeline for 4IR, ICT and Tech-future Skills, to comply with your B-BBEE, transformation and skills levy agenda (South Africa) and other scorecard solutions
- **Work-ready graduates and interns:** we find the candidates (or you find them). We train them to use your technology and digital systems within the defined roles





Igniting People.
Igniting Growth.

TALENT
DEVELOPMENT

TALENT
ADVISORY

TALENT
EXPERIENCE

TALENT
TECHNOLOGY

TALENT SOLUTIONS

.....

We deliver our Smart People Performance solutions through two pillars

Talent Development



Ignite your talent's performance!

- **REINVIGORATE** your learning culture
- **INFUSE** your talent with learning content that creates growth and opportunity
- **SATISY** your business leaders and learning priorities
- **EARN** the respect of your executive stakeholders

Talent Technology



Ignite your digital talent ecosystem!

- **MANAGE** your talent value chain
- **INSPIRE** your people's career aspirations
- **NUTURE** the innate need to perform at peak
- **ENERGISE** your talent marketplace

Talent Advisory



Ignite your organisational power – your people!

- **CREATE** belonging
- **ENABLE** leaders and **engage** employees
- **OPTIMISE** performance





TALENT DEVELOPMENT

REINVIGORATE. **I**NFUSE. **S**ATISFY. **E**ARN

Our localised, certified team of experts is looking forward to partnering with you to implement and support your unique talent development solution and help you achieve amazing results. Customer success is our number one priority!

We are ready to help your talent RISE and build an environment where your talent thrives and is empowered to bring the best versions of themselves to work.

LRMG TALENT DEVELOPMENT

TRUSTED PROVIDER OF THE
WORLD'S BEST TALENT
DEVELOPMENT

Invigorate your learning landscape and access some of the world's leading learning and development content, solutions and tools to engage and inspire your learners and get them growing - in just the right way that your business needs!

Technology Stacks

Online Learning Content and Experience Platforms



Assessment and Employee Engagement Platforms



Virtual On-campus IT Learning





LRMG TALENT DEVELOPMENT OF FRONT AND BACK-END: ON-CAMPUS LEARNING

TRUSTED PROVIDER OF THE WORLD'S BEST TECHNOLOGY SKILLS DEVELOPMENT

- Our clients send us their interns who are learning how to use their tech stacks, and their IT teams who need to remain certified in the technologies they support and implement – front-end and back-end – IT back-end, DevOps , cyber and cloud
- Trained and tested by the best subject matter experts who lecture in our campus locations across South Africa
- Trusted by some of the largest listed organisations in South Africa

LRMG's acquisition of Altron People Solutions, now trading as Impactful, enables you to build the best certified IT, DevOps and cyber-certified teams with the skills you need today and tomorrow!





CAREER CAMPUS

ACCREDITED DIGITAL SKILLS TRAINING FOR INTERNS AND THE UNEMPLOYED YOUTH

- Learnerships: we find the talent, match personalities and abilities to culture-fit, and then train them to meet your digital skills requirements. Our learnership programmes are aligned to unit standards and are registered with the relevant Sector Education and Training Authorities (SETAs)
- Work-ready graduates and interns: we find the candidates (or you find them). We train them to use your technology and digital systems within the defined roles
- Youth development: from finding, recruiting and custom training youth with real-world scarce skills training. Enabling unemployed youth to secure relevant workplace experience and ultimately start their career journey of employment in either the formal or informal business sectors
- Bolster your B-BBEE scorecard and if your transformation agenda includes the unemployed youth, we recruit and train them for you

Youth Development / B-BBEE Compliant / Skills Development / Social Economic Development (SED/CSI). Build the best certified young bright talent for your business needs.





DigitalCampus
Powered by LRMG

LRMG TALENT DEVELOPMENT

AN **ONLINE EDUCATION** **PLATFORM** THAT PROVIDES **UNIVERSITY-CERTIFIED** SHORT COURSES TO INDIVIDUALS AND BUSINESSES

- University-certified skills development to improve individual and business performance
- Offering opportunity that's accessible, affordable and geared for those who want to keep going places
- Custom online learning solution designed to directly close skills gaps in your talent and leadership development plans
- Guided learning journey that includes contact with the lecturers and our own learning nurturers and fellow students to ensure a rich and rewarding experience
- University-certified offerings add points to your B-BBEE scorecard in South African organisations

DigitalCampus creates a graduate mindset and a spirit of life-long learning . By combining digitally-enabled blended learning with the continent's most recognised university and international university partners, we offer opportunity that's accessible and affordable. Trusted certification in the palm of your hand.



**Gordon Institute
of Business Science**
University of Pretoria



UNIVERSITY OF THE
FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIVESITHI YA
FREISTATA
 **UFS**
SOUTH CAMPUS



What do you get when you partner with us?



Online Learning Content and Experience Platforms

- The world's best online learning management and content (soft skills and DevOps skills): Skillsoft – top rated by Gartner
- Bespoke online learning experience content and design team: smartUP
- Africa's only university certified online learning that counts towards South Africa's B-BBEE scorecard: DigitalCampus



Assessment and Employee Engagement Platforms

- A global strengths-based approach to reveal your talents and unique strengths to help build the best talent mix: Strengthscope
- Changing the way people think about leading and managing people with the world's biggest Content Hub of resources, giving your managers the capability to coach: Coaching Culture
- A leading assessment platform that helps test and prove knowledge: Questionmark



Virtual On-campus IT Learning

- Trusted provider of the world's best technology skills development, enabling you to build the best certified IT, DevOps and cyber-certified teams with the skills you need: Impactful



What do you get when you partner with us?



IT Talent Capacity and Capability

IT capability academies offer in-house, blended learning that build the IT skills for today and tomorrow.

Our experts help you in these areas :

- Benchmarking
- Capability design
- Competency assessment
- IT capability academies
- IT certifications
- IT talent management strategies



Certification and Accreditation

- University accredited, technology OEMs and industry accredited courses to help fast track growth and competency in functional skills, leadership, technology skills for growth



Optimising Sales and Service

Revolutionise your sales and service approach with the power of 'Jobs to be Done'.

Our experts help you in these areas :

- Sales performance and sales management
- Customer focus
- Customer connection
- Service excellence
- Understanding decision-making



IT TALENT CAPACITY AND CAPABILITIES UNPACKED

Enabling IT Skills – Capability Academy.
Building skills for a future-fit organisation.

In partnership with



Agile Capability Academy

Keep up with the demands of the modern workplace. Learn about practices, processes and frameworks that will allow for optimal usage of resources to improve overall operational and organisational performance. This academy focuses on these areas:

- Agile
- Scrum
- ITIL

Business Analysis Capability Academy

As a business analyst you will be able to identify and articulate the need for change in an organisation and to facilitate that change by defining the solutions that will maximise the value delivered by an organisation to its stakeholders. This academy focuses on:

- Acquiring knowledge in BA planning and creation of business solutions as you prepare for the CBAP® certification exam

Cybersecurity Capability Academy

Building skills in the cybersecurity space is crucial for companies and individuals to help reduce cyber attacks. This academy focuses on these areas:

- Blue Team
- Red Team
- Cloud and Mobile Security

Developer Capability Academy

Design, develop and maintain software applications and systems reliably and efficiently. This academy focuses on these areas:

- Programming Languages
- Azure Development
- AWS Development
- DevOps
- Secure Programming
- API Developer
- Mobile Development
- Software Testing
- Docker

Cloud Capability Academy

With cloud technology organisations can scale and adapt at speed, accelerate innovation, drive business agility, streamline operations and reduce costs. This academy focuses on these areas:

- Cloud Fundamentals
- AWS Cloud
- Azure Cloud

Data Analytics Capability Academy

Understand, store and use data to understand your customer and business operations to drive performance and growth. Making data informed decisions is crucial for success. This academy focuses on these areas:

- Data analytics using MS Excel and Power BI
- Data science with a key focus on using Python
- Machine learning and machine learning models





TALENT TECHNOLOGY

MANAGE. **I**NSPIRE. **N**URTURE. **E**NERGISE

Our clients love that we provide an end-to-end solution for high performance that is NEVER a drop-and-run, but carefully designed to help you deliver talent technologies that perform and support your talent strategy.

Talk to us about a talent technology that you can call: 'MINE' and manage, inspire, nurture and energise your talent.
Customer success is our number one priority!

TRUSTED PROVIDER OF THE WORLD'S BEST TALENT TECHNOLOGY

A perfect hybrid of organisational talent management and learning management to ensure your people know how all your tech works, and your people have access to the right content to learn in the flow of work!

Technology Stacks

Talent Management Platform



Learning Experience Management and Learning Management Platforms



Digital Adoption Platforms



What do you get when you partner with us?



Talent Management Platform

- The world's best talent management platform: Cornerstone OnDemand – top rated by Gartner and Fosway – an omnipotent platform for:
 - People Growth Management from hire to retire
 - Learning and Talent Management with the most advanced AI, powered for talent and skill intelligence



Learning Experience Management and Learning Management Platforms

- The world's best learning experience management platform (LXP): Edcast – top rated by Gartner and Thrive
- The world's best learning management platforms to choose from for your particular needs: SumTotal, Saba and smaller systems like Thrive



Digital Adoption Platforms

- Enable end-user performance with self-service tech that reduces your support tickets and costs, accelerating user adoption. Help manage continuous business change and simplify employee training, onboarding and software. Easy integration into your current technology learning stack: MyGuide, Oracle Guided Learning





TALENT ADVISORY

CREATE. **E**NAGE. **O**PTIMISE

Talent is a company's most critical competitive advantage. In the new world of work, CEOs lie awake at night concerned about their talent landscape. We innovate Talent Advisory solutions that lift your people up where they belong and for your CEO to say; 'YES!'. We design and deliver bespoke talent solutions that align to your organisation's strategy and culture, to help you build a workplace that attracts, grows and retains your best people. YES! YES! YES!



Everything we design in Talent Advisory helps organisations to ignite talent and business growth in the flow of work so they can:

**Learn.
Reflect.
Mobilise.
Grow.**

TALENT ADVISORY

TALENT ADVISORY PROBLEMS WE SOLVE!

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What do you get when you partner with us?



Talent Strategy

Transform your talent strategy and supercharge your business growth.

Our experts help you in these areas:

- Strategic alignment
- Customer connection
- Process implementation
- Journey design and measurement



Culture for High Performance

Shape an inclusive, high-performing culture that serves up success all day long.

- Our experts help you in these areas :
- Culture code, shared beliefs and inclusion
 - Growth, performance and collaboration
 - Skills, mindsets and behaviours



Leadership Efficacy

Cultivate leadership identities and habits that inspire your team members.

- Our experts help you in these areas:
- Leadership identity design and validation
 - Journey design and measurement



Employee and Learning Experiences

Build the emotional connection that empowers your team members to give their best. Our experts help you in these areas :

- Goal definition and strategy integration
- Building trust, delivering transformation
- Process implementation
- Journey design and measurement
- Learning strategy design and deployment



MOVEME! LEADERSHIP LIFT

A LEADERSHIP EVOLUTION TO A NEW HIGH-PERFORMANCE MINDSET

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Shift leadership perspectives with
high-performance case studies

MOVEME!



MOVE ME!

High impact, media-rich virtual experiences that include pod conversations

Tailor-made, MoveMe! real-world case studies are used to help leaders in organisations think differently about performance. We craft the delivery of your chosen case study/s to fit your organisation's context and reality. To embed the insights in your context and culture, the virtual or in-person sessions are designed with participative conversation breakouts, facilitated by our highly trained conversation coaches.

All our **MoveMe! Leadership Lift** solutions are overlaid with a toolkit of how to apply these insights and lessons in your organisation. It's participative, inspiring, soulful and practical.



MOVEME! LEADERSHIP LIFT ROLL OUT

4-step formula

Optional running time 6, 10, 12, ... 24 months
Cost-effective and scalable



70:20:10



People don't move
unless they are

MOVED!



OUR **MOVE ME! LEADERSHIP LIFT** CLIENTS

Our client relationships are our company's treasure. Building trust with mutual respect and collaboration grounds our commitment to excellence and customer delight.
Some of our long-standing clients are:



Uganda Revenue Authority
DEVELOPING UGANDA TOGETHER



YOU CAN BE THE HEROES OF YOUR STORY!

Our 90-minute MoveMe! immersions that our clients love ...
to inspire, motivate and energise their leaders and teams



THE VALUE WE CREATE WITH YOU

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Inspiring and developing a high-performance culture



Inspired leaders



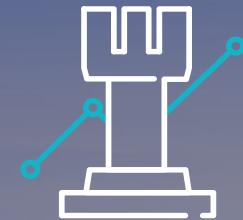
Empowered teams



Unlocked potential



Energised workforce



Operationalised growth strategy



**Digital transformation
for enhanced human
performance**



With the right talent tech stacks and bespoke advisory services, deployed to enhance your people's performance, career aspirations and work experience ...

YOUR PEOPLE WILL FEEL ...

'I belong here'

'I can grow here'

'I can perform here'

'I can collaborate for impact here'



THE LRMG GROUP INCLUDES IMPACTFUL, DIGITALCAMPUS AND SMARTUP

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New 'smarts' to digitally invigorate and inspire your people



IMPACTFUL
Powered by LRMG

Impactful services HR and IT in building highly sought-after technology skills and capabilities through certified campus-based courses.

Founded in 1996 and through various acquisitions, Impactful, previously known as Altron People Solutions, boasts a wealth of experience in the world of Digital Transformation Solutions and Professional Skills Development.

impactful.co.za



DigitalCampus
Powered by LRMG

DigitalCampus enjoys a trusted partnership with the University of the Witwatersrand (Wits), a top-rated African university, as well as The Gordon Institute of Business (GIBS), and most recently Queen's University Belfast (Ireland) to provide an online Wits Certificate of Competence (not just a Certificate of Completion), and various other certifications.

Making career dreams come true and helping companies with their empowerment and performance scorecards.

digitalcampus.co.za



smartUP
Powered by LRMG

At its core, smartUP is a bespoke online learning development agency, and we use an array of instructional design methods and enabling technologies to create impactful learning experiences like AR, VR, online learning, animation and simulation to equip people in 'danger' to learn to be safe.

We create custom mobile applications and immersive technology experiences. This allows your business to deliver, track and report on learning across borders, wherever your learners happen to be.

thinksmartup.co.za





WHO WE ARE

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Building an African organisation that lasts.

We believe that it's possible to ignite the potential in people and organisations.

Our calling is to ignite a growth movement of economic success and human development on the African continent.

We believe that it is people's collective engagement and capability that creates growth at both a personal and an organisational level.

We help you create and integrate growth, development, meaning, purpose and business acumen, relevant to what your organisation and talent needs are, so you can achieve sustainable results and growth.



CREATING AN **END-TO-END** **SOLUTION** IN DIGITAL ENABLEMENT

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Pula is the investment arm of LRMG



Pula Capital Partners is the investment arm of LRMG and is a Level 1 B-BBEE equity-based business accelerator, tightly coupled to the operations of LRMG and its sales engine. Pula Capital practically facilitates growth for its investees through contributing synergistic additional value to LRMG clients. As much as we help owners work in their businesses, we help them work on their businesses. We seek investments in businesses that have a growth mindset, good synergies and a strong cultural fit with LRMG and how we go to market.

With our investment in these partners, it enables business expansion with new horizons in an end-to-end, high-performance ecosystem serving the whole Africa.

Our investment partners in which we own a majority share

and
Change

BizWize
the things that matter

khokhela
Remuneration Advisors

KPI
Management Solutions

THE SALES
INSTITUTE
Training | Coaching | Sales Enablement

Torque



COME, *MOVE* WITH US

30

Countries

26-year

Track Record



Expert in the digital learning and human performance development space



Team of over 300 specialists ready to partner with you on your journey to high performance

800+

Corporate Clients

180 000+

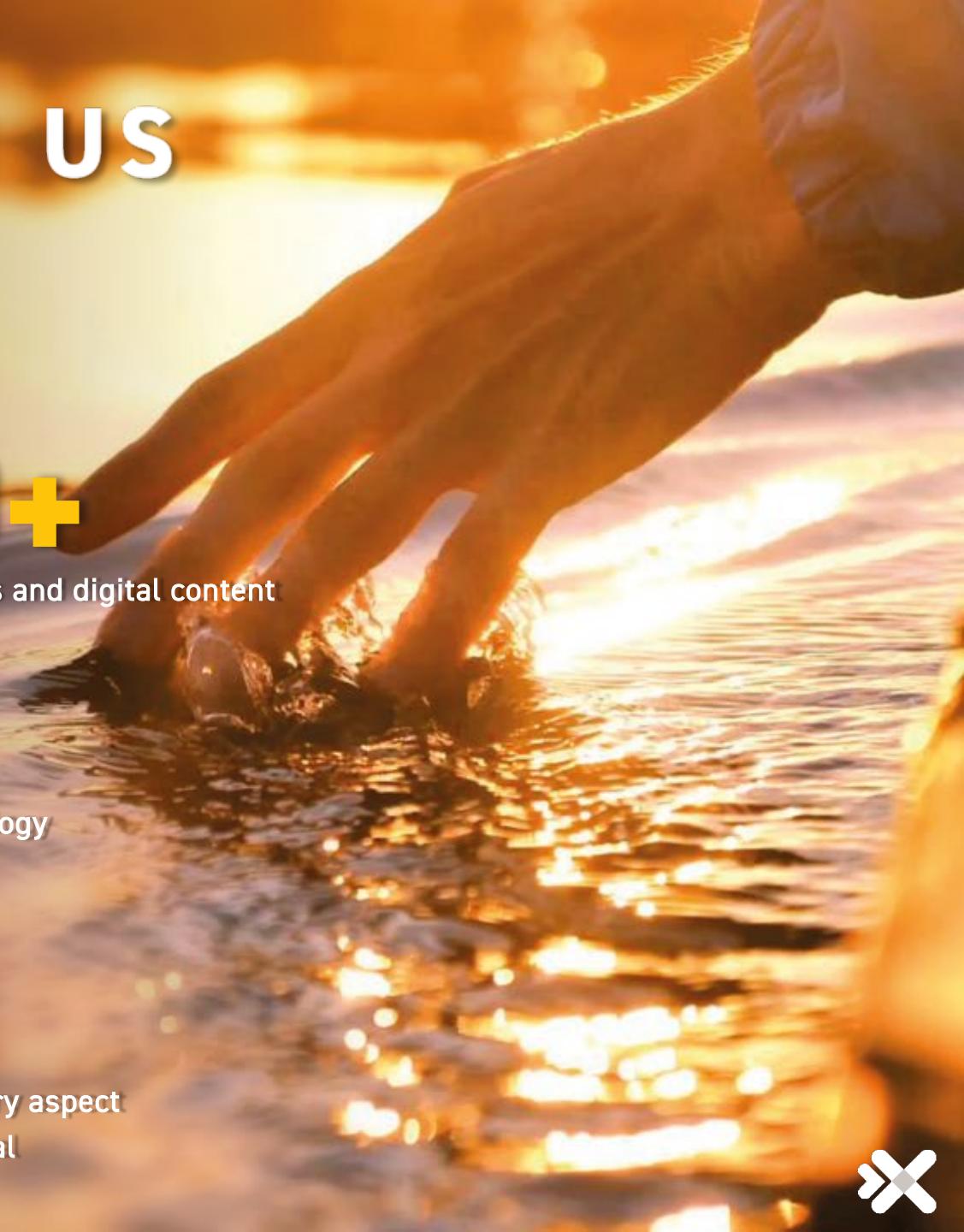
Users across a multitude of platforms and digital content



Partnerships with the leading technology platform providers in the L&D space



Products and solutions to enable every aspect of your people performance and digital transformation strategies





OUR TRACK RECORD

Since 1997, we have nurtured and built long-standing client relationships, founded on mutual trust and benefit. We dig deep to truly uncover your needs, integrating and collaborating with your teams to craft innovative solutions that help them achieve results. In partnership with you on your journey to greatness, we fulfil our mission of positively shaping the future of people and organisations.



"It was really a privilege to have witnessed the inner workings of the engine of the LRMG powerhouse! It was clear how strong the internal culture is - one could actually "feel" it during the session. I wish you well on your journey towards becoming more of a role model in the industry."

Jacques Strydom, Senior Manager: Sales and Service Excellence, Consumer Banking, Retail at Nedbank



TRUSTED PROVIDER OF **LEADING TALENT SOLUTIONS**

.....

Our client relationships are our company's treasure. Building trust with mutual respect and collaboration grounds our commitment to excellence and customer delight. Some of our long-standing clients are:



OUR BOARD

.....



**NOZIPHO
TSHABALALA**
Chairperson and
Non-Executive Director



NADIA MAHMOOD
Executive Director



Ricky Robinson
Founder and Chief
Executive Officer
(CEO)



MPHO MAKWANA
Non-Executive Director

LRMG is a **51.4%** black-owned company with Women's Empowerment as a cornerstone of its 2025 vision.

60% of our people are women.



CONNECT WITH OUR LRMG PERFORMANCE IGNITERS

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Ricky Robinson
Founder and Chief Executive Officer (CEO)



Irwin van Stavel
Chief Revenue Officer and Senior Partner



Pamela Barletta
Managing Director Talent Advisory



Riyan Silochan
Managing Director Talent Technology and Senior Partner



Gavin Olivier
Managing Executive and Senior Partner



Francis Karingi Nduta
Managing Director Africa and Senior Partner



Nadia Mahmood
Executive Director, Group Financial Manager and Partner



Omri Yaari
Managing Director Talent Development



Bridget Theron
Managing Executive: Customer Success



Brian Rainier
Managing Executive: Mergers & Acquisitions



Alman Neil
Chief Financial Officer (CFO) and Senior Partner



Jenny Senneck
Managing Executive and Junior Partner



CONNECT WITH OUR LRMG PERFORMANCE IGNITERS

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Jenny Senneck
Managing Executive
and Junior Partner



Craig Abrahams
Chief Technology Officer
and Junior Partner



Michael Franks
Managing Executive
and Junior Partner



Tracy Pienaar
Group Executive:
Solution Design



Candida Sisam
Head of Human
Resources



Joan Kamau
Customer Success
Manager Africa



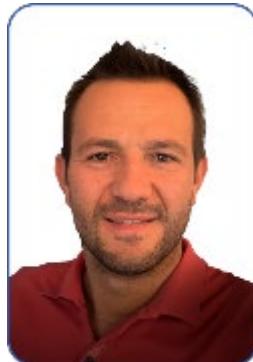
Lorinda Ellis-Loots
Chief Marketing
Officer (CMO)



Melaincia Gangiah
Customer Success Manager
Talent Technology



Kevin Williams
Sales Manager Talent
Development



Brett Raymond
Sales Manager
Talent Technology



Michelle Crosby
Sales Manager Africa



OUR AFRICAN FOOTPRINT

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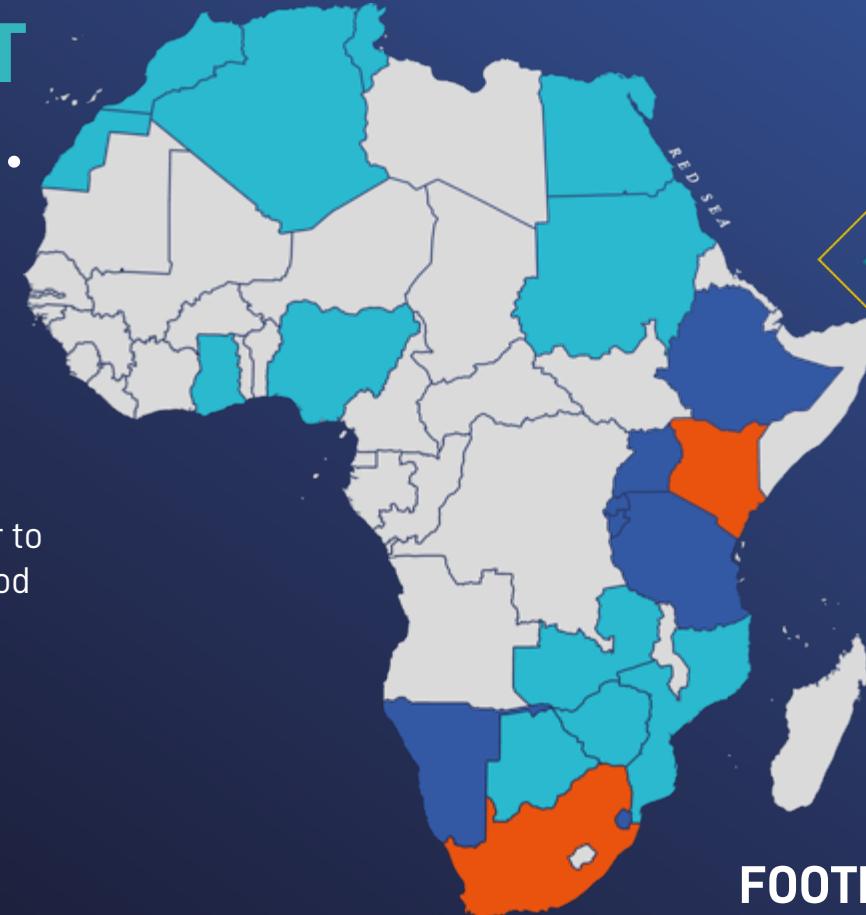
Our extended African footprint is underscored with an understanding of geographical, cultural and language complexities.

LRMG has a certified AAA+ rating and is a Level 1 Contributor to B-BBEE as per the South African DTI's gazetted Codes of Good Practice.

LRMG is an accredited training provider and provides both accredited and customised learning programmes to organisations looking to maximise their investment in developing their talent.

We have offices in Johannesburg, Cape Town, Kenya and Mauritius, and representation across 18 African regions.

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FOOTPRINT KEY

LRMG Direct Offices or Branches
Kenya, Mauritius, South Africa

LRMG Direct Markets In Africa
Burundi, Ethiopia, Namibia, Rwanda, Swaziland, Tanzania, Uganda

LRMG Resellers Markets
Algeria, Botswana, Egypt, Ghana, Morocco, Mozambique, Nigeria, Sudan, Tunisia, Zambia, Zimbabwe



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lrmg.co.za

