



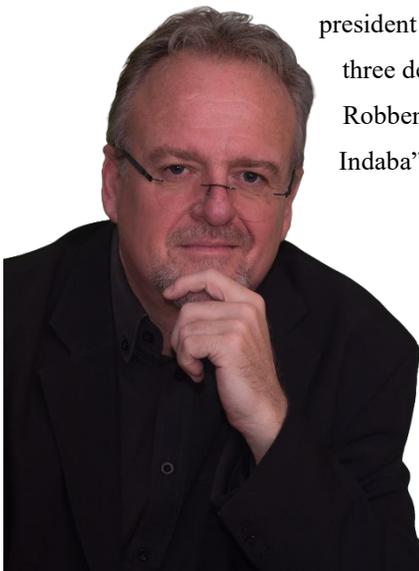
Expert Orgtologist

Derek Hendrikz is the originator of orgtology – the science of organisation. He is also founder of the International Orgtology Institute (IOI). The IOI is a non-profit organisation who regulates the practice of orgtology. The Institute has the added task to continue research on scientific methods to work with the systems and dynamics within organisations. As result, Derek was the first registered Orgtologist and the first person to permanently practice in the field of orgtology. Currently the IOI trains people from all over the world to practice in orgtology. Derek has 25-years of training and consulting experience. He has worked with more than 200 companies in 27 countries worldwide.

Derek specialises in the development of executives, Board Members, EXCO teams, and senior managers. He trains in the vicinity of 3000 people per year and has trained more than 100 000 participants in various work sessions. In consulting he has undertaken a myriad of projects. He holds highest acclaim for his work in organisational design and strategy development.

Academically Derek holds tertiary and post graduate qualifications in the fields of Business Administration, Labour Relations & Law; Training & Development; Facilitation Skills; and Group Process Consultation.

He plays a leading role in the occupational training industry and was founding member and first elected president of the Southern Africa Professional Trainers Association (SAPTA). Over the past three decades, Derek has created various international events. Some of these were, “The Robben Island Diversity Experience”, “The National Diversity Indaba”, “The ‘Batho Pele’ Indaba”; and “SA’s Top Gurus”.



Derek regularly publishes articles on a variety of organisational and leadership issues. Most of his academic and other publications can be downloaded from the Orgtology Institute webpage – www.orgtology.org. He also regularly appears on television and radio talk shows as a quest member.

Derek Hendrikz Profile

Consultant...

My consulting services are fully online, and I work with a team of international consultants. We have members based in the USA, Armenia, Qatar, Malaysia, and South Africa. Therefore, we can deliver around the clock.

All our consulting services include several in-depth sessions with the client. This mostly requires direct involvement from the EXCO team.

Organisational Design	<p>The aim of this service is to help organisations perform within highly uncertain times. Although the service includes the design of an organigram, it is more than that. We will work with three organisational constructs. They are:</p> <ol style="list-style-type: none">1. The Process Construct. This is an advanced process engineering exercise, where we design the operational side of your organisation through creating a high-level process structure.2. The Project Construct. Here we help to streamline the organisations strategic system. We will ensure organisational learning through facilitating feedback loops that will secure organisational relevance.3. The Relationship Construct. Here we ensure that the organisation has a reciprocal flow with its stakeholders. Areas of cover are customer-, stakeholder-, and employee- relations. <p>We conclude the service with an organigramme that will link the organisational resources in a meaningful way.</p>
DOEP Analysis & Report	<p>DOEP stands for people <u>D</u>ynamics, <u>O</u>pportunities, risk <u>E</u>xposure, and <u>P</u>rocess efficiency. Through this analysis we can give organisations feedback on the best action to take on ensuring their continued performance and securing their future relevance. We use interviews, questionnaires, and document investigation to do this analysis. We complete the project with a full report that will show our methods, conclusions, and detailed recommendations.</p>
Strategy Development	<p>Through this service we help organisations to create world class strategy. Our process is scientific and thorough. The duration of this process is mostly three months.</p> <ul style="list-style-type: none">• Phase 1: DOEP Analysis and report (people <u>D</u>ynamics, <u>O</u>pportunities, risk <u>E</u>xposure, and <u>P</u>rocess efficiency).• Phase 2: Intent and strategic focus. We use the 5V model to develop vision and the DOEP analysis results to define the strategic focus and direction that the client should take.• Phase 3: Develop strategic programmes. This includes defining strategic risks, projects, and a business model.• Phase 4: Compile the strategic document. This includes a final EXCO session for approval.



To date I have trained more than 70 000 in more than 200 companies in 27 countries. My training is fully online, but I do face to face training on request. Below are the programmes that I present. They are high-level programmes and most suitable for EXCO and senior management teams. It is also suitable for experts and people who are tasked with the fields listed.

<p>Organisational Design</p>	<p>The aim of this training is to help organisations create constructs that will enable their performance within highly uncertain times.</p> <ul style="list-style-type: none"> • Principles of organisational design. • Core elements of a Relevant and Performing Organisation (RPO). • The three basic constructs that any organisation must have. • Developing a process construct (basis for operations – running your business). • How to engineer a process construct. • Developing targets for a process construct (output targets). • Developing a project-construct (basis for strategy – changing your business). • Developing targets for a project construct (outcome targets). • Developing a relationship construct (creating reciprocity with stakeholders). • Designing an organigram (controlling organisational resources). • Leadership and culture in organisational design. 	<p>21- hours</p>
<p>Strategy Development</p>	<p>The aim of this training is to help organisations create strategy that will keep them relevant in highly uncertain times. The course will cover the following:</p> <ul style="list-style-type: none"> • Understanding strategy. • Define and develop organisational identity. • Knowing the dynamics, opportunities, risks, and efficiencies of your organisation. • How to optimise operational efficiency. • Making the strategic choice. • Defining vision and creating strategic objectives. • Managing strategic risks. • Doing a work breakdown for strategic programmes. • Writing the strategic document. • Measuring and monitoring strategy. • Strategic leadership. 	<p>21- hours</p>

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<p>Executive Leadership & Management</p>	<p>The aim of this training is to develop executive teams and senior managers. Through this process we help them to understand the dynamics and algorithmic nature of their organisations. This will guide them to ensure performance and secure relevance through highly uncertain times.</p> <ul style="list-style-type: none"> • Inner leadership (leading the self). • Empowering performance and influencing relevance. • The difference between leadership and management. • Manage through “focus” and lead through “understanding”. • Manage through “containment” and lead through “innovation”. • Manage through “empowerment” and lead through “influence”. • Team leadership. • Organisational leadership. 	<p>16- hours</p>
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Coaching & Mentoring...

Through this service I engage with my clients through a personal journey. It begins in a clearly defined purpose and intent. From here we begin to work with strengths and weaknesses. In so, I help the client to achieving what he/she has set out to do. The journey ends with a clear action programme and an evaluation tool.

<p>Team Coaching</p>	<p>During team coaching I work with functional workplace teams. It is goal-oriented and in so, my task is to ensure that the team has the tools, skills, attitude, and methods to achieve what they set out to do.</p>
<p>Individual Mentorship</p>	<p>This is a one-on-one personal intervention. It goes beyond workplace goals and we work with individual growth and fulfilment. The nature of this service is confidential, and any external feedback is given in a neutral way. I also structure the programme in such way that the mentee can opt out at any time.</p>

Accreditation...

The International Orgtology Institute accredits all my services. In so, I am bound by their standards for consulting, training, coaching, and mentoring.

In terms of training, my programmes are aligned with the Orgtologist Certification Programme. On completion of my training, trainees can write an exam with the Orgtology Institute. By passing this exam, they will get credits towards becoming registered Orgtologists.

www.orgtology.org



Contact Us

Annelize Burger

Office Manager

Phone: +27 71 873 2568

admin@derekhendrikz.com

www.derekhendrikz.com



Derek Hendrikz Profile

Testimonials...

“The course was conducted in an interesting way and the information, knowledge and experiences provided are much appreciated.
Wow experience!”

*Aishath Shaaifa Imad (Assistant Legal Officer)
Housing Development Corporation - **Male, Maldives***

“Well established speaker. Fascinating to listen to. Well informed and is abreast with recent developments.”

*Motselisi Nkhahle
Lesotho Revenue Authority - **Maseru, Lesotho***

“This was a better Strategy Development session than any other that I have attended before.”

*Duma Zwane (HR Manager)
Central Bank of Swaziland - **Mbabane, Swaziland***

“Very motivational, funny & realistic. It was a wonderful encounter, full of new experiences and highly educative.”

*Juliana Mhimbira (Branch Manager)
CRDB Bank – **Tanzania***

“I rate Derek as the best trainer I’ve experienced so far. All trainers are good, but Derek puts emphasis on his practical experience.”

*Mak Sambo (ICT Manager)
CDH Investment Bank – Blantyre, **Malawi***

“It was an excellent 2 days course; I wish it was longer than that. Great job Mr Derek and my plan is to attend another course soon.”

*Jaber Al-Buainain (Procurement Head)
Advanced Petrochemical Company – Jubail, **Saudi Arabia***

“Derek is a well-spoken instructor with the ability to engage you in the session. He also has remarkable training skills, he can take you through the course's contents referring to real life events, situations and examples.”

*Lina Kamel ElShafie (Corporate Assistant Relationship Manager)
Bank of Khartoum – Khartoum, **Sudan***

“I thought the facilitator was excellent in what he did. He was very practical in his approach and did not lecture based which I loved.
Very knowledgeable.”

*Subashnee Thandroyen (Head of Logistics)
BASF – Johannesburg, **South Africa***