

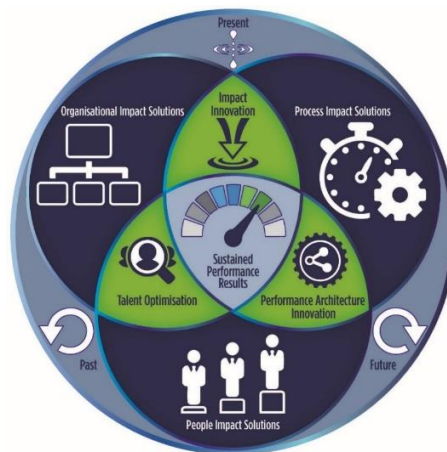
# Company Profile

## International Certifications Centre (Pty) Ltd



We provide a specific organisation performance improvement service focusing on work (workflow, job architecture and design), worker (people and team skill, knowledge and competence), workplace (future of work, strategy, communication, and workspace and information flow) and world (external landscape) levels to improve performance, productivity and efficiency.

The International Certifications (Pty) Ltd and incorporation Improvid Performance Improvers have been in business since 2005 by the founder member, Belia Nel, who is an internationally Certified Performance Technologist and Performance Coach (CPT) with the International Society for Performance Improvement (ISPI - USA).



## Value Offering

We provide a strategic and practical Performance Improvement service to enhance and enable performance at team, process and organisational levels by focusing on strengths, results and outcomes. Our approach is specialist and driven by the needs of our clients to develop international performance accreditations, certifications and client needs-based systems, performance competence, whether through job design, identifying workflow interference or organisational barriers.

We partner with clients to identify performance change requirements as well as shortcomings and implement a best practice Performance Improvement framework, develop a tailor-made performance road map, conduct performance audits and evaluate results from implemented solutions.

The International Certifications Centre being incorporated with Improvid Performance Improvers, is a professional partner of ISPI and through combined energy of our professional practices, have the skills and experience to deliver results and offer services in organisational performance improvement that meet the specific needs of our clients.

Our practice focus on the 10 International Standards for Performance Improvement as indicated by ISPI:

1. Focus on results and outcomes
2. Think systemically and apply systems thinking
3. Adding value
4. Work in partnerships with clients and experts
5. Identify the need, performance problem and opportunity
6. Identify the correct causes of the need or problem
7. Design and develop the required solution or intervention
8. Ensure the design conforms to original need or problem expressed
9. Implement the solution with closes the gap between current and desired performance
10. Evaluate the results of the implemented solution and determine whether gaps was closed

When these international standards are rigorously applied it will result in:

- value add for projects
- Focused on strengths
- Empowered client employees through capacity building
- Focused on measurable results and outcomes

- solved problems performance problems and opportunities systemically
- Improved people, process and organisational performance
- proven best practice methodologies

## International Association/Representation

The International Certifications Centre incorporating Improvid Performance Improvers are internationally aligned with the principles and practices of ISPI (International Society for Performance Improvement) and the sole provider of the HPT/CPT certification and development programmes in Southern Africa.



## Director/Shareholder

Belia Nel is the sole director/shareholder and holds a post-graduate qualification from UJ. She is an international Certified Performance Technologist (CPT) and member of ISPI since 2000. She is also a faculty member and international reviewer of the CPT credential of ISPI. She is also an international Certified Facilitator of Training (CFT).



## Contact details

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