

List of Completed Projects by Vogue HR

Vogue HR has 20 years' experience in:

- **Change Management**
- **Stakeholder Engagement**
- **Culture Enablement**
- **Capacity Building**
- **Operational Model and Organisational design**
- **Project Management**

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
	ACSA (Airports Company South Africa) Sept 2020 – Dec 2020	Thabile Mathe: Head of Strategy Airports Company South Africa	Tel: 011 409 3979 Cell: 062 015 6331 Email: thabile.mathe@airports.co.za	Facilitate the Finalisation of the Design of ACSA's Capability Model, Operating Model, and the Review of the Organisational Structure Review and update the Operating Model, Capability Model, Governance Framework and Structure to align with the Recover & Sustain Strategy Conduct desk top research. Conduct interviews/facilitation sessions and discussions with executives, EXCO Team and Project SteerCo Conduct best practice benchmarks. Facilitate the development of micro structures with executives. Develop a Case for Change and Change Management Strategy Ensure that the review project aligns with all other key projects in the organisation. Develop an Implementation Plan Provide Project Management	Sept 2020	Dec 2020	4 months	R1,5 million
	ACSA (Airports Company South Africa) – 5 Year Contract July 2018 - Current	Wurshall Esterhuizen Change Management Specialist Corporate Office Airports Company South Africa	011 723 1534 082 418281 2 Email: wurshall.esterhuizen@airports.co.za	Develop and Implement Change Management Services for ACSA on a National Level. Develop a change management tool kit. Train line managers and HR Managers on the toolkit and framework Staff relocation change management project	July 2018	Current	2,5 years	R720 000

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
	Vodacom (Online & Classroom)	Desiree Hayes: Executive Head: Customer Experience	+27 11 546 1892 +27 82 4496759	Customer Services Culture / Employee Engagement Change Management Project Programme Online Quiz Programme for 4 600 people Content Development Project Management Comedy to drive awareness. Quiz Set Communication Strategy Technical System – Online Quiz Programme Project Management We ran the programme again in 2014 to 6 000 staff nationally and we added an electronic communication component	Mar 2013	Dec 2014	18 months	R11,5 mill
4	South African Airways	Nivy Moodley: HOD Learning and Development SAA	011 978 3084 NivyMoodley@flysaa.com	Organisation-wide (international) customer services culture and values implementation Development of accredited customer services training programmes for 10 high touch points Trainer Training The project contained the ff parts: Change Management and Communication (CEO Video Production, Brand Montage Video) Research and Design (Blended Methodology) Train-the-Trainer Ongoing Coaching ROI Project Management Quality Assurance	2012	2014	24 months	R3,5 mill
5	Silica	Madeleine Kotze: Chief Financial Officer, Silica	Tell: 011 302 4422	Design and implement the Silica Culture and Values Programme Culture and values interventions with Silica Executive (skills audit, values and behaviour generation, culture videos, present and obtain buy in for the Silica Culture Transformation Programme and Theme and Coaching) Change and Transformation Strategy development and implementation. Develop and Implement a Performance Management System Talent Management Learning and Development Strategy and implementation – Digital Learning Strategy (Macro & Micro learning), Digital Learning Academy for Junior Developers, Analyst (Business, Test & Technical), Project Managers. Coaching and Mentoring	Sept 2018	Sept 2019	12 months	Internal Resources R650 000 (excl staff salaries)

No	Name of company	Contact person	Contact phone number	Description of Contract	Contract date		Contract period	Contract value
					Commencement	End		
6	Hollard	Shaun Clunie: Head of People HPS	Tel: 083 252 7302	Change and Transformation Strategy development and Implementation. Learning and Development Strategy development and implementation Train new and existing staff on Hollard Culture and Values as well as subcultures in Business Units Managed a budget of R12million. Executive Development Programme implementation, alignment, assessment Develop and implement a Performance Management System Executive integration workshops Coaching (executives and staff) Talent Management strategy development and implementation Insurance Compliance Training – partnering with the Hollard Academy. Workplace skills plan and ATR Digital solution for learning for staff and Hollard Partners (e.g. Edcon) Insurance Immersion Programmes in partnership with IIG	June 2016	Sept 2018	16 months	Internal Resources with a R12 mill budget
7	Eskom	Rene Darby – Head Customer Services	Tel: 084 675 3859	Provision of Customer Services Training to Eskom staff: Design Implementation Reporting Project Management National Project (Covering all Provinces)	June 2017	Dec 2017	6 months	R604 600
8	South African Airways	Zama Lamla (or Natasha Joubert) – HR Executives	011 978 5118	Development and implementation of electronic performance management system for 11 000 people. This project included the following: Developing PM Strategy and Policy QPR System (Online/ Electronic) – Balanced Scorecard Training to managers Development of 200 scorecards Change management and Communication strategy. Labour Union / Stakeholder Management	2009	2010	12 months	R2.4 mill
TOTAL CONTRACTS VALUE								

Vogue HR Reference Letters

Reference letters for the abovementioned projects are attached as an Annexure.