

# COMPANY PROFILE



CCI  PROFESSIONAL

ACTUALISING HUMAN CAPITAL



# ABOUT CCI PROFESSIONAL

How do you determine the true value of an organisation? In the mid-1970s, data from the S&P 500 showed that tangible assets outweighed intangible ones by a ratio of 5:1. Fast forward to today, and that ratio has flipped dramatically, with intangible assets now making up the majority at a 10:1 ratio. One of the biggest contributors to these intangible assets is human capital. Recognising this shift, CCI Professional Pty Ltd was founded in 2016 with the mission to:

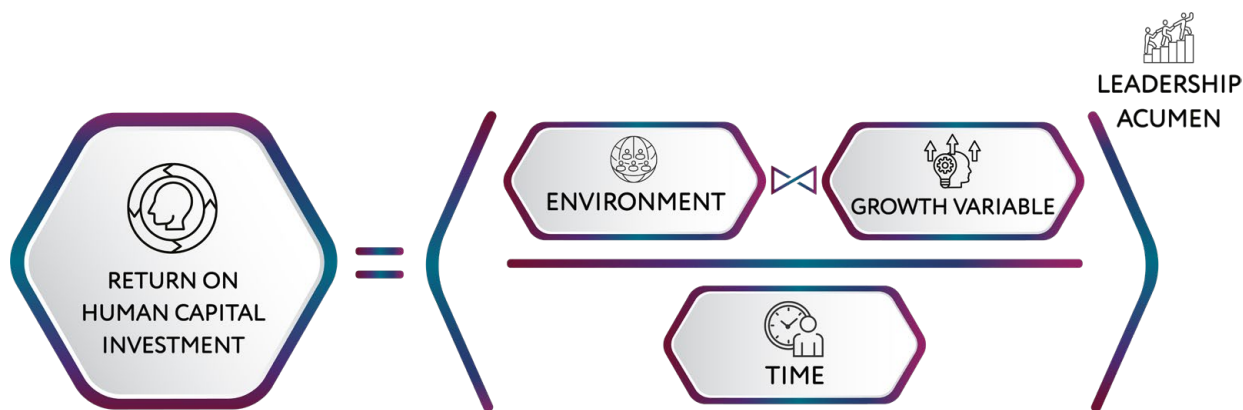
## Actualise Human Capital

To achieve this goal, CCI Professional operates as a specialised consulting firm, focusing on human and organisational capital investment strategies aligned with Industry 4.0. We see human capital not just as a resource, but as the very foundation on which all other forms of capital are built. This belief is the driving force behind our mission to:

### EMPOWERING LEADERS TO BUILD EXPONENTIAL ORGANISATIONS.

As leadership specialists, CCI Professional recognises that each client is unique, requiring tailored, innovative turn-key solutions to ensure sustainable growth. This is where our distinct approach sets us apart. Unlike the traditional mechanical perspective, we take an organic

systems approach to understanding organisations. Our framework for delivering Return on Human Capital Investment is built around four key pillars:



Human Capital Investment begins with understanding and aligning the organisational environment. This is achieved through our CCIPro Missional Alignment Process (MAP), which utilises cutting-edge AI systems like NXTmove 4.0 and Shadowmatch. Once the environment is optimised, we focus on developing employees' job-specific mastery using the CCIPro Human Capital Mastery Model (HCMM). The next step is managing the time factor, where our CCIPro Business Transition Framework (BTF) ensures smooth and effective change management. The final piece is the expertise of leadership, ensuring all elements work in synergy, much like a farmer tending to his crops. This leadership acumen is the key to unlocking exponential growth in human capital investment. As for our impact and success...

# CCI PROFESSIONAL STRATEGIC DIFFERENTIATORS

We are not consultants, we are leaders. We lead companies, transformations, and people.

- CCI Professional Partners

## Organic Systems Approach



Working from an understanding of living systems, in contrast to a mechanical approach when building and growing organisations.

## Co-ownership Mindset



Approaching all our clients from a co-shareholder perspective to ensure the optimal human capital investment strategy.

## Integrated Inclusivity



Leveraging all aspects of diversity (gender, age, ability, race, culture, etc) within an organisation to ensure optimal execution of their mission.

## Neuroscientific Foundation



The scientific premise from which all our investments and interventions are developed.

## Leveraging Industry 4 Trends



Embracing a cutting-edge mindset as to the most up to date business development trends.



# CCI PROFESSIONAL

## OUR APPROACH

At CCI Professional, we are more than consultants—we are partners in your journey to impactful leadership and exponential growth. Our approach is grounded in the values that drive us to deliver transformational solutions:

Guided by **Regality**, we approach every engagement with purpose and dignity, modelling excellence and empowering our clients to impact their world meaningfully.

With a commitment to **Honour**, we recognise the inherent value of every stakeholder, cultivating a culture of respect, collaboration, and appreciation for their contributions.

Our pursuit of **Mastery** fuels continuous growth and transformation, both for us and for our clients. We are dedicated to unlocking potential, helping leaders and teams achieve their highest aspirations.

By embracing **Legacy**, we focus on shaping a future that extends beyond the present. Our solutions are designed not just to solve immediate challenges but to leave a lasting, positive footprint that benefits current and future generations.

At CCI Professional, these principles are more than just words, they are the foundation on which we co-create strategic leadership solutions that not only address immediate challenges but also inspire sustainable, long-term success for our clients and their organisations.



## › Personal Mastery

- › Authentic Leadership
- › Emotional Agility
- › Innovative Problem Solving
- › Mastering Complexity in Industry 4
- › Mastering Life Authentically (MLA)
- › MLA: Blueprint
- › MLA: Legacy
- › MLA: Quest
- › MLA: Vitality
- › Personal Resilience
- › Propensity Towards Success
- › Spiritual Intelligence
- › Work-Life Integration
  - › Authentic Leadership Scan
  - › Master Tribe
  - › Mindfulness Coaching
  - › Shadowmatch
  - › Stressmapper
  - › Wellness 4.0 Scan

## › Performance Mastery

- › Building Performance
- › Collaborative Innovation
- › Constructing Recruitment Network
- › Optimising Appointments
- › Person-Job Fit
- › Person Organisational Culture Alignment
- › Mindfulness Coaching & Mentoring
  - › Skillsgrid

## › Team Mastery

- › Building Inclusive Teams
- › Collaborative Innovation
- › Crafting Team Building Engagements
- › Joint Goal Setting & Our Game Plan
- › Strategic Communication
- › Team Culture & Values
- › Understanding Human Nature & My Team Members
  - › Industrial Paradigm Scan
  - › Team Culture Scan

## › Organisational Mastery

- › Achieving Objectives
- › Building Healthy Organisations
- › Business Structural Integrity
- › Entrepreneurship/Intrepreneurship
- › Exponential Growth Strategy
- › Intergenerational Succession
- › Leadership Transitions
- › Market Positioning
- › Mergers & Acquisitions
- › Organisational Culture Blueprint
- › Organisational Purpose
- › Strategic Governance Execution
  - › Executive Capability Scan
  - › Organisational Culture Mapping
  - › Organisational Health Scan
  - › NXTmove 4.0





## › Business Transformation Services

- › Continuous Improvement (CI) Transformation
  - › Lean/Sigma Yellow and Green Belt Training
  - › Lean Focus Training
  - › Lean Roadmap Implementation
  - › **CCI Professional Katas (Based on Toyota Katas):**
    - › Improvement Kata
    - › Visual Kata
    - › Coaching Kata
  - › Implementing of Centres of Excellence to Oversee CI Transformations
- › **Disruptive Change Management Transformation:**
  - › Change Management Training
  - › **Planning, Facilitating and Leading Change Transformations:**
    - › Establishing Change Management Teams
    - › Skills Development of Change Teams and Stakeholders
    - › Change Toolkit of Development and Roll-Out
    - › Change Management Strategic Planning
    - › Strategic Communication, Training and Implementation
    - › Stakeholder Management
    - › Managing Resistance
    - › Wellness 4.0 Scan
- › **Exponential Growth Transformation:**
  - › 10x Growth Planning, Facilitating and Leading
  - › Strategic Alignment
  - › Sales Team Exponential Growth
  - › Operations Optimisation
- › **Turnaround Transformation:**
  - › Business Analysis
  - › Turnaround Planning
  - › Turnaround Plan Execution



# CCI PROFESSIONAL CLIENTS

Some of our current and previous key clients include:

## Business

- Arbor Capital
- WastePlan
- BFAP
- VBKom
- B4i
- Business Print
- Mware Consulting
- SAAB
- 4PL
- Nisela Farms
- Die MOS Inisiatief
- Bigen Africa
- IDECO
- Numatic International
- Aluminium Experts
- GEW Technology
- Hensoldt Optronics
- Selftrack
- RMCERI
- Tugela Mining
- Ogilvy
- Boston IT
- Credit Smart
- Centurion Law Group
- Zwartkop Estates
- Towerbridge
- The Colony
- Nabulox
- City of Tshwane Municipality
- Grassroots
- Laeveld Agrochem
- Chamberlain
- OSS

## Education

- Stellenbosch University
- North-West University
- Free State University
- Tshwane University of Technology
- University of Pretoria
- Sefako Makgatho Health Sciences University
- Accelerated Educational Enterprises
- Maragon Schools & Colleges
- Woodhill College
- Edendale School

## Non-Profit

- Africa Projects Against Suicide
- Junior City Council of Tshwane
- Tshwane Leadership Forum
- POPUP
- AFM International
- Doxa Deo Group
- Dialogo
- Metamorpho
- Encounter Christian Church

**“People are organic by nature. Reducing them to a mere human resource will result in compliance at best”**

**- Marcel Hattingh Ph.D.**



# CCI PROFESSIONAL ENDORSEMENTS

'Arbor Capital has been working closely with Marcel and his team at CCI Professional since mid-2019 and have found their input invaluable into the way we do business. CCI Professional assisted us to re-define the "Why", "What" and "How" of our business and key executives. We believe the growth we experience within the organisation today, is a direct result of the journey we travelled with CCI Professional. CCI Professional became an associate to Arbor Capital in June 2020, assisting many of our clients with their growth and expansion strategies, especially relating to Human Capital Investment. We are proud to be associated with Marcel and his CCI Professional team.'

**Daniel Nell**  
– *Former Managing Director of Arbor Capital*

'Businessprint has been working closely with the CCI Professional's senior consulting team since 2019 and are constantly experiencing the value that they add to our business. We continue to engage with them as partners to our business as specialists in the field of Human Capital Investment. They have empowered us to unlock value around the people aspect of our business and we are seeing the return on investment. If you haven't given your Human Capital the attention it needs or you need a fresh updated perspective they are a good place to start. They have a unique mission alignment process which will add value to any business on an executive level.'

**Massimo Mancini**  
– *Chief Executive Officer of Business Print*

'Being partnered with CCI Professional to evolve our future business leaders through various development areas including EQ (emotional), SQ (spiritual), BQ (business), PQ (political), and HQ (health). The integrated process includes areas of self-discovery and purpose, character building, willingness to serve and deploying of skills to the better good of all stakeholders. This unique approach of CCI Professional exceeds by far the approach, content, and results of any other organisation/institution of learning (including any academic institution), that we have used previously for leadership development.'

**Anton Boshoff**  
– *Former Chief Executive Officer of Bigen Africa*



# CCI PROFESSIONAL ENDORSEMENTS

'We started doing business with CCI Professional just over four years ago when we considered our first acquisition. Why did we need their services? Because my transaction advisor said I did. He highly recommended that I get a professional team to help me integrate the cultures of these two merging organisations that compete for the same customers in the marketplace.

I reluctantly made the decision to meet with their leader, Marcel Hattingh and after this one call I very quickly realised that this team of "culture integrators" are way more than just that. This team of artists are able to help a CEO and his EXCO to not just integrate cultures, but their real value is in their ability to grow EXCO's (the individuals and the collective group) as well as the leaders below the EXCO, to excel at their jobs.

The CCI Professional team did exactly that and four years later, they are still adding value. We only pay for consultants' services if we see value on our bottom line that is directly linked to their efforts.

Our expectation is normally to receive at least 3x the value from teams like this. CCI Professional is still working with us and consistently add more than 3x the value. As long as we have the appetite to grow, they have the skills to help us grow and so we collectively keep growing the value we produce for our shareholders.'

**Bertie Lourens**

*– Chief Executive Officer of WastePlan*

'We at Boston IT Solutions South Africa had the privilege of engaging with CCI Professional for their outstanding management consulting services, covering our executive, finance, operations, and sales management functions. Under their guidance, our team received tailored insights that proved invaluable in navigating complex operational landscapes and identifying actionable strategies to enhance productivity and growth, as a startup. CCI Professional's approach was hands-on, combining a deep understanding of our industry with a nuanced view of our organisational challenges, allowing us to make well-informed, impactful decisions across all management areas.

Working closely with Dr Marcel Hattingh was a transformative experience for our management team. One of the greatest takeaways was the importance of refining our propensity to hand off, a concept we now recognise as central to our operational efficiency and team cohesion. With CCI Professional's guidance, we have developed a clearer understanding of our organisational identity and refined our customer service approach, positioning us to deliver greater value to our customers. CCI Professional's support has not only shaped our internal processes but has also empowered us to approach our market with a renewed, strategic outlook.'

**Chris Coetzee**

*– Former Business Director of Boston IT Solutions South Africa*

