



Company Profile

[www.cohesioncollective.com](http://www.cohesioncollective.com)



Organisations **succeed or fail through the strength of their people**. This holds true whether you are a multinational corporate, non-governmental organisation or a niche small business. Attracting and retaining the best people – and enabling them to be at their most creative, productive, happy and invested – requires a **conscious shaping** of the organisational culture and environment. A well-worded mission statement for the website isn't enough. People need to feel **connected** and be able to trust those around them to all play their part in helping the organisation achieve its goals.

For many organisations, **Equality, Diversity and Inclusion (EDI)** have long been peripheral goals or relegated to mere **tick-box exercises**. As a result, organisations often neglect to address the narratives of mistrust found among diverse identities in society – which are often inevitably reflected in the workplace.

These inherited narratives of **trust** and **mistrust** are reflected in the decisions we make and the relationships we build between colleagues and within our teams and organisations. This **mistrust** creates **inefficiency, loss of productivity, employee disengagement**, lack of innovation and loss of key talent. All of these harm our bottom line and prevent organisations from reaching their full potential.

## **An organisation cannot achieve its true potential if it neglects to look after its people.**

Cohesion Collective is a specialised EDI **training, assessment** and **advisory** firm. We believe that EDI should be central to all organisational considerations, decisions and operations as more inclusive working environments positively impact upon:

- Top-talent attraction;
- Talent retention;
- Career/skills development of employees;
- High-performance cultures and teams;
- Business growth and sustainability;
- Greater employee engagement and participation;
- Culture change;
- Innovation; and
- Better brand positioning within the market

It's time to **move beyond fear and compliance**. We can bring out the best in ourselves and others by creating genuine change within ourselves, our organisations and our world.



## Who Are We

Cohesion Collective is a specialised **Equality, Diversity and Inclusion (EDI)** training, assessment and advisory firm.

As a trusted partner to our clients on their journey to a **more inclusive working environment**, we provide **assessment, strategic direction, guidance** and **implementation** of EDI initiatives and embedding practices for **corporates, educational** institutions and **other organisations**.

We pride ourselves on being at the **cutting-edge of EDI theory, research, ideology** and **current affairs**. We make it our business to stay in touch with global EDI trends and constantly seek to expand our influence and networks to build a thriving EDI community allowing us to provide impactful and measurable changes and support for our clients.

We believe in the power of **authentic engagements** around tough topics of diversity in order to sharpen our muscles of **empathy** and **compassion**. While the importance of communication and discussion must never be discounted, at Cohesion Collective we believe that these conversations must be coupled and supported by strategic EDI action plans, goals and objectives to create lasting structural and behavioural change and continued growth.



To eradicate injustice and elevate our collective humanity.



Restoring respect and value to every person.



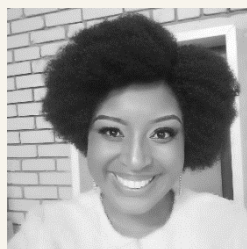
Integrity, Respect, Appreciation, Accountability & Ethics.

## Our Team

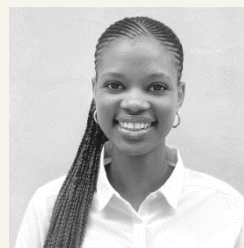
Modelling our **belief in diversity as a strength**, the Cohesion Collective team represents a diversity of skills, thoughts and backgrounds.



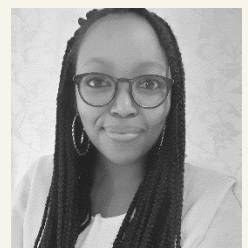
**Dominic Gaobepe**  
Director



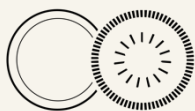
**Mpho Shange**  
Finance & Operations  
Manager



**Bongoletu Lobese**  
Business Consultant



**Sibongile Siziba**  
Administration Manager



We also partner with associate small businesses to enable us to maximise our impact and add expert insights to our offerings.

## What We Do

**Our aim is to be your guide through every stage of your EDI journey.**

Often, an organisation's struggle to create inclusive working environments is not as a result of a **lack of good intention or will**, but rather what we term the **Organisation Value Gap**. This is the gap between what an organisation **says they value** on paper and the **behaviour that is actually valued** in the real world.

This is insidious, and yet can have devastating consequences on the creation of an inclusive working environment. The **wider these gaps**, the **less trust and engagement found** within the organisation and the less people feel included and able to produce their best work.

Bridging the gap requires both **behavioural change** – engaging with and upskilling the people – and **structural change** – improving the environment at a policy and strategic level. Organisations have to have both to create effective change. While Cohesion Collective is able to provide a specific workshop or strategic guidance on a targeted pain point, we prefer to take your organisation through the whole process, from assessment to implementation and monitoring.

As all organisations adjust to the post-lockdown landscape, digital engagement has become a priority, especially with many companies now making permanent the transition to working from home. We are able to provide a **fully virtual experience**, including our eLearning platform Cohesion Collective Online Learning.



### Assessment

An essential first step on your EDI journey is **identifying the inclusion challenges** within your organisation and determining your **baseline inclusion score**. This will be used to tailor specific offerings to your specific requirements and create your pathway to transformation.



### Training

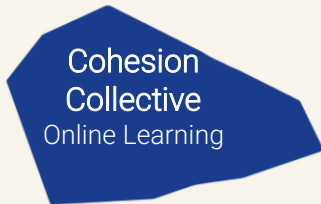
Our main aim is to influence **positive behaviour change**. We provide a wide range of **engaging, impactful and expertly-facilitated** training modules, both in-person and digital. Our modules are continually updated to ensure that we achieve your training objectives.



Partnering with our clients to make the **structural shifts necessary** to create an inclusive working environment is essential. We provide **strategic solutions** for our clients, from **policy** and **process** to **culture change**, as well as assistance in the implementation and measurement of impact through strategic change management.



**Embedding** and **sustaining** inclusive behaviours and structures requires **constant monitoring, refreshing** and **evaluation**. As such, Cohesion Collective offers a range of tools to assist in keeping the inclu focus top of mind.



Take a deep dive into EDI with our exclusive webinar series and **online courses**. Our courses are tailored to suit your **Inclusion Archetype**, no matter where you are on your EDI journey. A great way to continue your personal journey or for organisational skills development rollouts.



Take the next step  
on your journey with us.



## Our Clients

Cohesion Collective boasts an impressive client list, featuring organisations across industries, sectors and continents. Visit [www.cohesioncollective.com](http://www.cohesioncollective.com) to see a full list.

“Cohesion Collective facilitators are passionate and dynamic and feel deeply about this subject matter, namely EDI and the value of diversity for our future. I would recommend them unconditionally as I feel that his message should be heard far and wide.”

*RMB*



“For the first time, in a long time, I listened again. Cohesion Collective brought the topic that has become a whine in the background for me, valid again and of value and down to a level that I can understand and relate to. He gave real examples to think about and consider.”

“The Cohesion Collective Team are both exceptional presenters, knowledgeable, energetic, engaging and slightly controversial at times, letting you really think about matters in a different way. I would highly recommend them.”

*Spesnet, HR Director*





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COLLECTIVE

## Our Clients



# Thank You

Take the next step on your journey with us.

Contact our team at [hello@cohesioncollective.com](mailto:hello@cohesioncollective.com) or  
our WhatsApp line number: +27 72 617 5301

[www.cohesioncollective.com](http://www.cohesioncollective.com)