



SHIFTING CULTURE AT THE LEVEL OF THE INDIVIDUAL



“Etsko created an absolutely excellent learning environment, he is a brilliant storyteller.”

- Nthaba Sibanda

“Mature learning principles were so effectively applied. I couldn't help but go on this mind shattering journey.”

- Amanda Venketsay

“The content & learning process has opened up my heart, eyes and mind. It has made me realize the importance of how leadership and power must be understood!”

- Ibrahim Nana

Etsko Schuitema is the founder of the Schuitema Group, a consultancy dedicated to the enhancement of human excellence based on the Care & Growth model. This model was developed out of his extensive research and work with many organisations in South Africa and around the world.

There are two basic premises of the Care & Growth model. The first that there is a fundamental connection between organisational excellence and personal excellence. The second is that connection must be ethical and moral to achieve leadership excellence.

By exploring these relationships from an organisational, leadership and individual perspective, Etsko has created a powerful management framework that has been used successfully in a variety of sectors from banking to agriculture – in over 26 countries and on 5 continents.

Attendees will gain the following:

- A clear understanding of the key criteria required to get commitment, loyalty and trust from your sub-ordinates
- Clarity on how these criteria will help both you and them have more fulfilling work lives
- How pursuing successful objectives enables leaders to produce extraordinary talent

Etsko has taught at several universities, including University of Cambridge, the Lahore University of Management Science, Cape Town University, GIBS and Wits. He has also written five books.

Our clients

Sasol	Nestle	Mobilink	Standard bank
RMB Private Bank	Pick n Pay	Continental	Unilever
Dulux	Ufone	Barloworld	PWC
AON	Ericsson	Good Year	Sage Alchemex
AEL	Siemens	Afrisam	FNB
Anglo Gold	Banglalink	Cisco	Liberty
Ashanti	Pioneer Foods	Marriot	Samancor
Alexander Forbes	Nokia Siemens	Eskom	Pepsi

Speaking Topics

As a speaker, Etsko has addressed organisations all over the world as a both a facilitator and as a speaker. Based on the audience and the objectives of the organisation, Etsko speaks on:

Legitimate Leadership:

In this talk, Etsko introduces his Care and Growth Leadership model. The model describes the essential requirements for legitimate leadership that would earn the trust, loyalty and engagement of people.

Team Excellence:

By looking at understanding the dynamics of teams, Etsko describes the conditions under which team members engage their colleagues with the intent to set their colleagues up to succeed. He goes on to prove that the intent to set others up to succeed accounts for success of groups.

Personal Excellence:

Personal excellence is really about understanding how we manufacture security, fulfilment, power and harmony with others on the inside, in our intent.

His talk will be customised for each client, addressing and focusing on their key objectives.

“The simplicity and clear human rational behind how we as individuals, leaders and teams can become successful is eye opening. It has been more than a tool but a foundation of many of the turnaround cases I’ve been proud to lead. I would encourage all CEOs who believe collaborative teamwork is the true sustainable competitive advantage, to explore the Care and Growth concepts outlined by Etsko.” - **Jon Eddy, Head of Emerging Markets - VEON, Amsterdam**

Background

Born into a mining family in South Africa, Etsko grew up in Johannesburg. After doing an Honours degree in Social Anthropology at the University of the Witwatersrand, he got a job a graduate researcher with The Chamber of Mines of South Africa’s Research Organisation.

Employed specifically by the Human Resources Laboratory of the organisation, his work initially focused on the issue of conflict on gold mines in South Africa. At the end of the overthrow of the apartheid regime, the mines were swept up in the upheaval that followed. The work he did led to the development of a framework for understanding trust in this very volatile environment.

Using this basis of this research he was asked to head the Human Resources Laboratory’s Industry Project and implement his insights. This is where the Care & Growth model originated. It was met with significant success within the mining sector. Such success in fact that Etsko left his role with the Chamber of Mines and along with a group of colleagues, to establish a consultancy where this model could be more widely disseminated.

Over the past 30 years, The Schuitema Group under the leadership of Etsko has, alongside several associates, worked in over 26 countries in a large range of sectors, creating powerful working relationships to implement the Care & Growth model empowering individuals on all levels of these organisations.

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