

Company profile and summary CV:

www.irodo.com

Industrial Relations and Organisational Development Organisation (I.R.O.D.O) was founded in 1997. I.R.O.D.O is a unique consulting firm, consisting of a multi-disciplinary team of well-qualified, highly skilled professionals. We assist clients to improve their performance. Our success is rooted in the effective development of individuals, relationships, teams and organisations. We provide representation at the Labour Court, CCMA and Councils. We differentiate ourselves through being client focused, having a holistic approach and thought leadership in the psychological organisational development and labour law disciplines. Our expertise is in leadership development and we assist leaders in creating conditions to enhance performance and labour relations. We are proud to be South African.

Irodo has one director: Dr. Caren Scheepers and operates as a broker to bring the best consulting solutions to clients. We operate in the Industrial Relations and Organisational Development disciplines. Prior to being independent consultants we were employed by international consulting companies and Lawyer Practices. We have an extensive network of associates, like Anize van Zyl, Marius Scheepers, Estelle Coetzer and Phyllis Ndlovu. We specialise in Mentoring/ Executive coaching, Management consulting and training service offerings on Leadership, Performance management, Labour relations, Emotional Intelligence. We provide high quality, cost effective training programmes which are focused on learner needs and the standards of the National Qualifications Framework.

We are accredited by the Services Seta.

We enhance effective leadership and dispute resolution in society, through equipping people who resolve disputes with all the necessary skills and knowledge to do this effectively.
Irodo Business Code of Ethics:

We are a diverse team of likeminded individuals who share a passion for creating and supporting leaders that can excel in the South African context. We leverage the strength and insight of our gender, ethnic, age, skills and experience differences to create unique service offerings. We provide world class services.

We carry out our business in an ethical manner and are focused on client retention and long – term relationships. We live the following values:

- ***Valuing diversity***
- ***Client focus***
- ***Integrity***
- ***Participative and transparent processes***
- ***Leading edge thinking***
- ***Excellence in delivery***
- ***Proudly South African***

Our work is focused on:

I – The Individual's emotional and spiritual growth and physical well-being, Industrial/workplace focus.

R - Effective, personal, work and labour Relations. We bring people into alliance with each other to enable sustainability of the relationship and organisation.

O - Enhancing Organisational and Team capabilities.

D - Development of organisations and communities through growing people.

O - An Organisation of professionals with similar values from different disciplines, working as a team to address the client's performance holistically. We use a systemic cubic development model.

Our Logo:

The 3 circles in our logo symbolize the systemic levels of our work:

- individuals,
- relationships, teams and
- organisations

The circles become progressively bigger to emphasize the different levels of complexity. The triangle represents the context in which we live, which may imply the specific industry, community, South Africa, Africa or Global context, as well as the spiritual realm.

Profile

Caren is a management consultant who has worked in various environments to gain experience in Assessments, Leadership, Team and Organizational development. The financial sector, e-commerce start-ups and international consulting environments across industries, have allowed her to pursue her interest in improving performance of individuals, teams and organizations.

Caren's passion for people development has encouraged her to pursue studies and a career in the field of psychology, management consulting and executive coaching.

Her career path includes two years as a registered Psychologist (at a clinic and Department of Labour), eight consecutive years as an internal Management Consultant in the Financial Services industry and four years as an International Consultant at Gemini Consulting. Caren served in multi-disciplinary teams, consisting of consultants from various countries and was involved in large – scale transformation projects.

She had the opportunity to attend the MBTI Step 11, CPA (Career Path Appreciation), CPP (Cognitive Potential Profile), Ned Hermann Brain Profile Instrument and Bar-on Emotional Intelligence courses and to become an accredited user.

For the past five years she functioned as an independent consultant and founded the Irodo Consulting group (Industrial Relations and Organisational Development Organisation, registered with Services Seta) and has been involved with significant improvement of the performance of executives and executive teams. She has been involved in Strategy Formulation with diverse organizations, across industries and NGO's.

She lectures at various Business Schools on Leadership and Team Development, Emotional Intelligence, The People Factor, Change Management and CRM. She is a registered Facilitator, Assessor and Moderator with the Services Seta.

Caren holds a Ph. D. in Psychology and certificates in Organisational Development and Clinical Hypnosis. This enables her to focus her executive coaching on strategic, emotional, political and values intelligence. She is also a registered Chata Romano Color consultant and coach clients on personal branding and image. Caren is an associate executive coach with The Centre for Creative Leadership in Brussels.

Caren also holds certificates in Wine tasting and enjoys hiking (Kilimanjaro summit: peak experience), marathon running, art, scuba diving, cycling, 4 x 4'ing, traveling, parenting, charity and missionary projects.

Some quotes from clients:

"I would like to convey my appreciation to you who communicated a rich professional experience and expertise, whilst facilitating the topic Leadership during the seminar. The high standard of professional ethics promoted undoubtedly contributed to the success of the seminar. Thank you for delivering a product of such high standard and looking forward to future collaboration." Department of Defence: Maj Gen M. K. Mokoena. 21 October 2008

"I really appreciate all your words of wisdom and all you help and support during this year." Danniela Chromy

"Thank you for sharing your knowledge with us in class. I am impressed by your dynamism." MBA: Dr Langutani Francinah Mabasa Clinical Psychologist Mteye Human Development & Projects.

„Wil net se terugvoer stroom in dat die dag internasionale status het.“ Karin Swart Dept of Defence

"Thank you very much for an informative and enlightening experience." **Reza Motani GIBS MBA 2008/2009**

"Many thanks for the time shared with us during this course, I really enjoyed the learning journey. Also for all your expert guidance to enable become true transformational leaders." **Kenlynn Hoosen HRD & Transformation Manager Quest Flexible Staffing Solutions**

"It remains an honour and privilege to have gone through your passionate tutelage and dedicated inspiration. The only way one can express one's gratitude is by not only doing well in the exams, but by continuously applying the change wisdom bestowed upon us and become distinguished change agents now henceforth! My heartfelt appreciation for the guidance!" **Madimetja William Seloane South African Revenue Services**

"May God grant you more knowledge to share in building future leaders Ke a leboga." **Veronica Motloutsi**

"Thanks you....This was indeed very educational in we will need these skills definately." Best regards **Thabang Malebye**

Please accept our most sincere thanks for the commitment and excellent delivery of the Leadership programme to our MDP students! We are truly proud of you and humbled, as it is a legible letter of our commitment to give them the BEST learning experience in the industry!
Stephnie Klaasen Daimler South Africa (Pty) Ltd

Kind regards
Dr. Caren Scheepers
Psychologist
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