



BERDINE BRONKHORST

Transformation Guide

**Testimonials**

**InVision Coaching CC**  
Reg no: 2008/162696/23  
South Africa

## @FULLSTRENGTH JOURNEY & COACHING Testimonials

### Testimonial 1

Thanks very much for facilitating our strengths finder workshops. This intervention was exactly what we need to start the journey towards building an even more effective and high performing (sorry, the maximiser couldn't resist!) team. The feedback I have had on the workshops has been overwhelmingly positive.

I look forward to working with you on this journey.

**David Jewell**

*Maximizer-Relator-Adaptability-Developer-Empathy*

**Group Executive: Individual Arrangements**

**Liberty**

**t:** 011 408 1733

**e:** David.jewell@liberty.co.za

### Testimonial 2

Our journey with Berdine and Strengths Coaching began when we identified a morale issue at our company that needed serious attention. A massive culture overhaul was underway, and so we invested in StrengthsFinder to assist us to reach our goal of having an engaged team, each person contributing to success through their natural skills and talents.

We got so much more than was expected. Team members were blown away throughout the process! And everyone came out the other end more engaged, and excited to integrate their unique talents into their job responsibilities going forward. Strengths Coaching with Berdine was one of the most effective staff initiatives we'd ever undertaken."

**Tess Sulaman**

*Intellection-Strategic-Command-Competition-Connectedness*

**Exiting Shareholder & MD**

**Rocketseed SA**

**c:** 082 908 8776

**e:** tess.sulaman@gmail.com

### Testimonial 3

Growing up I have always tried to find the quickest, easiest way to get things done. If I could kill two birds with one stone by seeing some common ground between tasks or projects, even better. I've always tried to distil information or learnings down to its essence or see the application or reason behind it to understand it and then be able to relay that in simple terms. This need to find a better, easier way, work smarter rather than harder, even sometimes made me think I was just lazy. Today I know that this passion is to see and unlock the

potential in situations, within systems, teams or organisations and most recently in the last few years, in people.

This truth & essence seeking drive and a need to find the most effective way to get there, is also described as Strategic & Analytical Learner in the language of Strengths. I believe implicitly that design determines purpose and when it comes to people that design is our talents, which in turn inform our purpose and the direction and approach we should take in life.

I joined Separations in February of 2016 as Business Development Manager with the task of understanding and improving the culture to drive better performance and employee retention. Having had some exposure to the Clifton Strengthsfinder through Berdine and Gallup as an organisation through my previous employer, I knew that employee engagement was the place to start and my partner of choice was going to be Berdine & InVision.

The limited exposure I had to these insights had already showed me enough to know that this was the right way to go, but little did I know how much more the @FullStrength Journey has to offer.

Knowing how accurate the Strengths results had been for me personally and my previous team, I very quickly could get to know the various Separations teams and really enjoyed seeing the light bulb moments of people seeing themselves, in some cases for the first time. Awareness of Strengths alone however only affected limited change in my previous company, whereas now this was merely the starting point, a basis to understand our people and business culture building blocks. The teams got to know each other in a whole new light through well-structured workshops and this provided the language for effective communication and basis for transformation. The rest of journey is basically a field guide of how to implement practically, allowing the work to be done in digestible pieces with consideration that some people take to change better than others, but not leaving anyone behind as it were.

We all want to do what we do best, to have job satisfaction by knowing that the work we deliver is excellent and adding value. Through this journey we have been able to map effectiveness metrics within our business processes and largely assign tasks based on where team members are strong/talented. Where this has not been possible, people now have the visibility and language to draw on best practice from someone who is strong in those areas within and outside of their teams.

As the custodian of the journey internally, I often reached out to Berdine to discuss specific challenges around team dynamics. She has been an insightful sounding board & mentor, bringing the theory into practice and showing the application in our specific circumstances. This enabled us to very practically together tackle the challenges of change management, which often required mediating and helping employees understand their strengths lens situationally and progressively allowed me to see the effectiveness of strengths-based management. Having the visibility of the entire company's strengths in a matrix is very powerful in conflict resolution. It's an exciting thing to see people understand themselves and their teams and start collaboration that was out of reach before.

With this new, clear understanding that everyone has a unique contribution to make we have abandoned the common and as we now also know subjective competency measurement rating systems for performance management and introduced clearly set outcomes measurement and strengths-based management to reach those outcomes.

I work closely with our Sales & Marketing director and have we gained effectiveness in the way we work together through insights of each other's strengths and how these plays out. He for example now very practically invests a bit more time with me at the beginning of any task or project that we tackle, to allow me to gain full understanding of all aspects, knowing that once this is achieved I will be able to execute and deliver the best possible results in an effective manner thereafter.

As a business, we have clearer consciousness of our leadership team and have catered for a quarterly forum to calibrate across the business. For consistent and strength based leadership we have drafted a Leadership Charter that focusses on vital behaviours in defined crucial moments.

Without a doubt, I believe that the exceptional financial results the business has delivered this last fiscal year has been in part contributed to by a greater awareness we collectively have gained about where we as individuals and as a business are strong, and where we can improve and who will be best equipped to drive that improvement.

I'm excited to see how the business will continue to grow and the culture of strength develops and becomes part of our DNA in the year to come as we further embed the knowledge and tools we have gained. As a matter of course all new employees receive a strengths assessment and introduction to the strengths based processes we now have.

I could not close without paying homage to Berdine. She is an exceptionally passionate and talented coach who cares for people and is willing to ask the difficult questions and challenge the status quo. Her own journey is testimony of finding purpose and passion in life. She is present and engaged at every session, pouring herself into understanding the challenges to unlock the success of others. The material she has collated in the @FullStrength Journey is an impressive and comprehensive work, however the understanding and insight she brings in the delivery thereof is the true value. She is particularly gifted at one-on-one sessions where she has the knowledge, experience and skill to allow you to see more of yourself.

**Martin Johansen**  
*Relator – Analytical – Individualisation – Strategic – Learner*  
**Business Development Manager**  
**Separations**

t: 011 919 1000  
e: martin@separations.co.za

## Testimonial 4

Coming into sales has been one of the biggest challenges for me, not because of the content of the work, but rather how much you have to know about yourself in order to survive and excel.

I was completely thrown out of my comfort zone and regularly questioned whether what I had embarked on was the right move for me.

I have always been a deep thinker and can easily get lost in my thoughts for hours. I am one of the few people that I know that looked forward to a 10-hour road trip travelled alone. For me this was a time to allow myself to think and dig deep into thoughts I have otherwise not had time to explore.

During the @FullStrength process, I initially had a fascination with what my strengths are and was very interested in what the questionnaire came back with. I agreed with most and was intrigued and confused by others. In retrospect, I know now that this reaction is what you require to fully harness the powers that lay in your strengths. The thinking was upside down to what I had always been taught, and what I had always implemented – know your weaknesses and strengthen them. But the interesting twist that dawned upon me is that you wear protective equipment to protect your most valuable assets (ie helmet), so why not protect your strengths in the same way? Knowing your strengths and enhancing them unlocks a fascinating way of

looking at your life, and how you react and deal with challenges, failures as well as successes different, I was now asking how we could work together, harnessing the combined power of our strengths.

During the @FullStrength journey I felt times of being challenged out of my comfort zone, acceptance of what made me who I am, and then moving forward to use my strengths effectively.

I found it really interesting how my top 10 strengths dovetailed so well with each other, covering the entire spectrum of the thinking theme. My thinking is now not what is wrong with me, but rather what is right with me. This simple mind set shift only really makes sense when it is challenged in real life challenges.

There is strength in my strengths, they are intertwined and do not act in a singular fashion, but rather as a complementary whole.

I like the idea that the realisation that the great secret possessed by the great men of all ages, was their ability to contact, harness and release the power of their subconscious minds, and that I am capable of the same. Furthermore, harnessing the power of my subconscious will be the key to me achieving whatever I literally put my mind to. The thinking that the subconscious cannot differentiate between a positive or negative thought is incredibly potent in the construction of our chosen path.

My strengths journey left me thinking more than normal about me. I was given a blueprint of who I am, and my duty has been to uncover why I have been put together this way. Why do I think deeply? Why do I act cautiously when I am in uncharted waters? Why do I see the world in patterns? What happens if I do not manage my strengths well? But more importantly, it has got me thinking about how I can harness the power of who I am. Knowing that if I don't know the answer, that perhaps I'm not asking the right question. For me, this was one of the biggest eye openers – introspection, retrospection, acceptance, action.

And harnessing the strengths of my team, creating super-themes within my Division. I have seen the power of this already, some storming, but now there is performing. I have a strong team and it is interesting how much overlap we have in our group, and how this is what has kept our chemistry so strong. Similarly, harnessing the power of opposite but complementary strength. I found it most fascinating that what I did not understand about certain people now became clear, as the answer was hidden within each individual's strengths. Now instead of asking myself why am I different or why are they.

Berdine, you are knowledgeable, wise and enthusiastic about the @Fullstrength Process, knowing when to challenge and when to support. You make the Journey one that you are excited to embark on, to want to learn more about yourself and your peers, and hungry to find out more about where this path leads. Your presence, enthusiasm and excitement is contagious, and your enjoyment of this lifts the spirits of any group. This has been an incredible learning experience and I am happy that you are the one to have been the one to take us on this. Your preparation allowed for a flawless thought-provoking process that would make even the most sceptical sit back and think about it.

I have already seen many changes within not only my own thinking, but my peers thinking too. I have spoken fondly about this journey to friends and family and I have had so many people respond that they wish it was something that they could do. I would definitely recommend the @Fullstrength Journey to anyone, and more importantly, that you are the one to take people on this journey.

To be honest, I was sad that it came to an end but the journey carries on. On a personal note, I would like to thank you for opening my eyes to this incredible way of thinking. I have always been very critical of myself and have judged myself on a level that I equated to what my enemies would judge me on. I used to use this as my baseline and try and ensure I was less like what I thought people thought of me, and more like what I thought people wanted to see. But no one can be a crowd pleaser, and when the crowd has left, what is left? Just me, myself and I, and its only then that you realise that you do not know who you are because you spent so much

time trying to be what others wanted you to be (or your perception thereof), that you lost contact with who you really are. And the worst thing is this realisation. So thank you for making me feel like an individual, but not just an ordinary individual, a unique individual. It is okay to be me, and now I know that I want to be the best version of myself. Thank you, I will always appreciate and cherish this journey.

**Rory Brimecombe, Ph.D**

*Ideation – Strategic – Intellection – Context – Deliberative*

**Divisional Manager: Biopharmtechniques**

**Separations**

t: 011 919 1000

e: rory@separations.co.za

## Testimonial 5

My initial reaction to being told I was being put on “a course” by the company in March 2016, was one of trepidation. I was at a place in my life where things were very overwhelming on both the home and the work front, and having to dig into something new was a bit daunting as I felt I was already stretched a bit thin.

Doing the online assessment was fun, though. I tried not to overthink it, as you only have a few seconds to decide an answer, but, what I now know as my “Intellection” talent kicked in a few times, and while my brain was busy “analysing” some answers that were closely worded, I did overrun the time on 2 or three answers, and there’s no going back!

Still, the final assessment that came through on my TOP 5 was me to a “T”. This was hugely enlightening and gratifying at the same time. After a lifetime of having those closest to me describe me in ways I thought were alien to who I thought myself to be, it was such a re-assurance, and affirmation, to have actual feedback that matched how I understand myself to be. This was the first of the huge learning and self-awareness steps taken on the @FullStrength journey.

Berdine, as a facilitator is warm, open and loving. She invests herself completely in the process and in the course participants. Getting the first feedback on my TOP 5 talents put me on a complete high. 1 hour of someone telling you how FABULOUS you are! There is nothing like it, and Berdine does it with grace, kindness and a lovely sense of humour.

Berdine understands the process and the philosophy of the program to the depth where she lives and breathes it. It is integrated into who she is and how she lives her life and that authenticity cannot help but overflow to the course attendees.

There are parts of the course, that, by the very nature of delving into yourself, are a bit difficult. Berdine has to be firm at times in order to help steer the course, but it is done with a light touch.

As our Company participated as a team, we were lucky enough to discover each others strengths and talents, too. I can’t even begin to describe the differences this has made on the day-to-day office interactions. Where before, people would be short, or irritable when faced with personality differences, now there is a greater understanding and with that comes tolerance. The whole mood of the team has lifted and we are definitely more cohesive.

I have loved seeing how we meld and complement each other. It has also been hugely beneficial to learn what our own and others non-patterns are, so that we lessen our expectations in areas that cannot be fulfilled to the optimum, and where each person is different.

For me, the course has given me a confidence in my innate abilities I was lacking previously and a greater insight into what value I add to life, the difference I can make, and the direction I want my life to take, on both a personal and a professional level.

As a company, I believe it has made us a stronger team, more focussed on our individual jobs, our integration as a team and the direction we can take the company in together.

Quite simply, the @FullStrength Journey with Berdine has changed, and improved, my life.

**Sandy Couryer**

*Learner – Intellection – Achiever – Relator – Analytical*

**Executive Assistant: Finance and Logistics  
Separations**

**t: 011 919 1000**

**e: sandy@separations.co.za**

## Testimonial 6

Knowing yourself, knowing what you are capable of, what you like and dislike, what your limits are, the box of comfort you (and others) placed you in, that mould of perceptions you are confined to, are a few of the many things every person knows about themselves right? Well, I would have agreed with this statement if I have not been privileged enough to partake in inVision Strengths Journey with Berdine.

My journey started as a company movement, I, being the determined individual that 'knew myself' kicked up a storm of note at first, change was and is not easy, and was one of my least favourite experiences. Until I completed my Strengths Journey.

'Why do people behave this way around me?' 'How can someone see me in such a way?'

'Why am I not getting to where I want to be?' 'Where did my self-confidence go?'

'Many people said I am like this, so therefore it must be true'.

'I am happy with my life, I swear' (said in a self-convincing tone)

These are a few thoughts that came up and where most certainly answered. Opening your eyes to your true potential, wiping away the fog that you and others have created in and around you over years of experience & interaction, to see yourself through new eyes are by no means an easy task. Berdine's clear vision (for lack of a better word) and determination to bettering those around her, made the process of change feel secure, like a train on a track, to an unknown destination.

1 year later, I have answers to my doubts, my confusions cleared and my mind became decluttered. If you asked me a year ago, I would have answered 'what doubts, confusion and cluttering?'

For the first time in probably my life, I have a handle on my thinking, feeling, behaving and channelling myself in such a way that people receive me in the best way possible. Did this journey hand me the answers? No. Did this journey give me the tools to be a better person, professional, friend, partner and colleague? 100% yes. This Journey has not only cleared my mental path for me, but settled my internal battles, which as anyone would know, are the biggest, toughest battles of them all.

This journey is not a quick fix fad. It is a lifestyle, mind set and way of being. No amount of money can buy this kind of growth.

**Roche Welgemoed**

*Competition – Futuristic – Relator – Strategic - Command*

**Marketing Assistant**

**Separations**

## Testimonial 7

My strengths journey started off very shaky as I was filled with a lot mixed emotions which included doubt, scepticism, and excitement. After having a brief discussion with a mere stranger- which I later found out was also a life coach- during a business trip to Bloemfontein, my perception of the journey was completely changed. I decided to keep an open mind and make use of this opportunity to grow personally as well as a professional.

From the onset I was challenged to and be truthful with myself and accept both my strengths as well as my non-patterns. As my level of awareness was raised, I had this desire to take my wife and family with me on this journey. The journey not just changed my life, or my perception of life, but I could utilize the tools I obtained during this journey and actually impact the lives of those dearest to me. This has brought about a radical change in my personal relationships, which I think would not be possible without the guidance of Berdine.

As a coach Berdine is not afraid to tell you the truth even though it may sometimes hurt to hear it. She is a really good listener and I thoroughly enjoyed our sessions together. During the sessions I felt at ease to just be myself and honestly speak from my heart without feeling judged. Being a life coach is not just a job to Berdine but her passion, and that is clearly portrayed in the manner that she connects with people.

My biggest insight during the journey was that I am a giant! I am not the little David trying to slay the giant Goliath, but the roles are actually reversed. I am the giant looking down at my problems the way Goliath looked down to the small David. I can achieve whatever I set my mind to doing. “As a **man** thinketh **in his heart**, so is he” **Proverbs 23:7**.

I learned that life is not about achieving all your goals but that the true reward is in the journey. It is important that I appreciate the journey, even during the difficult times. I was also challenged to say the most difficult word for me, which was No.

In close, I may not be the man I want to be, but I am not the man I was yesterday. This is not the end of the journey but merely the beginning.

Thank you, Berdine.

Best regards,

**Lancelot Brooks**

*Responsibility – Learner – Self-Assurance – Deliberative – Analytical*

**Application Specialist (GC, LC, MS): Applications**

**Separations**

**t:** 011 919 1000

**e:** lance@separations.co.za



## Testimonial 8

Being categorized numerous times in my life, lead to multiple times where a person tend to forget who you are, and why you behave in certain ways when certain situations shows up. The @FullStrength journey was an eye opener in the way that it would describe certain behavioural patterns linked to the doing so in an unthoughtful manner. It made me intensely aware of why I found some aspects in my life a drag to do, whilst other things are a breeze. I think I could say that I am now able to define myself clearly knowing my top 5 Strengths, and I am able to make more cautious decisions. The @Fullstrength journey forms a basis to better oneself and a structured way of changing oneself.

I find it extremely hard to set and achieve goals. The part of the journey dealing with this aspect made me intensely uncomfortable and I often felt suffocated by the exercises that we did. I also had a very hard time conveying achievements in my work environment and was unable to remember recent or current achievements. I am able to reflect on long gone achievements that made me feel good about myself. I decided to change my attitude towards myself and forced upon me the responsibility of being myself again...to be an Activator! I started small projects and I completed them. I had strengths discussions with my partner and had her pointing out the negative in me. As this is a very steep learning curve, the work will be ongoing and a constant reminder of how to do the good better, and how to avoid the bad better.

Being strong in Empathy and Relator, I often got myself mingled up in useless emotions and feelings of guilt. Through learning how to manage these talents, I am better at managing and separating emotions that used to get under my skin I do not allow myself to become overwhelmed anymore. I focus on being in integrity, and I focus to be trustworthy. As long as I do this, I get positive rewards in myself and I operate more factual than before. The session that dealt with the rewriting of the subconscious mind had a major influence on this decision of mine. I also find it much easier to relate to people because I can trust myself to handle each situation on its own, and I do not argue or ponder conversations as I did before.

A specific highlight from the journey was the breaking through the terror barrier!! I was never able to identify why I would stop at some risks in my life, even though I really and truly believed that it was risks well worth the try. I normally would take the easy route which was to become negative about my desires and to make them second to none. The journey helped me to re-evaluate some of my perceptions and to really work at them. One of these is excuses. I am more aware of letting go of excuses and to offer more reasoning to get myself positive and this I find triggers my Strengths, which in turn gets me going to execute my strongest talent namely Activator.

When moods were down and the future seemed dimmed, my buddy lifted my spirit and gave me new inspiration to carry on. By offering support I felt a purpose in someone else's life and I could make a difference when he was unsure of how to proceed. We found that by supporting one another we could basically overcome any obstacles and complete our tasks successfully.

The @FullStrength journey forced me to look into myself and to make a decision. I decided to trust the system to lead the way. As I became more aware of the person I am, I learned to trust my gutfeel in situations. I also learned to accept failure and to move on. By knowing what drives me now, I draw on my strengths to handle my day to day to complete given tasks and I find structure and logic in the ways that I embark on conversation and interaction with colleagues. The journey benefitted my personal relationship at home tremendously. It is a path you walk within yourself, and it seems like the discoveries you make are endless. It's like having a multi tool in your pocket, and each of the 34 functions sets yet another expectation of making it better.

**Louis van Wyk – Senior Technician: MS Specialist: Service Department**  
*Activator – Empathy – Relator – Responsibility – Harmony*  
**Separations**

t: 011 919 1000  
e: louis@separations.co.za

## Testimonial 9

It would be a severe understatement to say that I was not completely convinced that the Strength Journey would make any kind of contribution to my life or work environment. In fact, I thought it would be a form of sorcery!

After the initial assessment, I had a look at my top strengths and their descriptions. I could not believe how accurate these were. It felt like someone spent a couple of years to get to know me before compiling the list of strengths. This did make an impression on me and started to change my perception of the process. Shortly after this our whole report writing format changed for the better. I was now officially on board!

Before the Strength Journey I had a horrific work relationship with my manager with the emphases on horrific! This could have been predicted seeing that we had the exact opposite strengths. After completing the Strength journey, this horrific relationship has evolved from working in opposite directions to a truly fantastic relationship where we help each other from a strength perspective. We are also now achieving fantastic results!

On a very personal note: My oldest daughter, Zieva is the only person I know of that is more competitive than me. I now feel equipped to be there and support her. I want to make sure that she manages this talent properly and use it as motivation that will drive her to succeed in everything she does.

I have two highlights from my Strength journey that I would like to share:

**Firstly:** Throughout my entire life I had to hear the same criticism over and over, “Why do you always have to win?” and “Don’t be so over competitive!” The truth was and will always be that I am extremely competitive and I do like to win! I cannot emphasize this enough! The Strength Journey taught me to manage this as a very powerful strength and not to try and suppress this fundamental part of my being. It’s all right to be competitive and it serves as a very powerful motivator!

**Secondly:** There was a lot of group work and interpersonal conversations involved as part of the Strength Journey. This made me realize in what a gifted group of people I have the privilege of working. I now find interaction with my colleges stimulating as opposed to mandatory.

One day as a Chemistry undergraduate student, I was asked to take something to the glassblower for repair. I ended up spending the whole day just staring at him seemingly performing miracle upon miracle with the red hot glass. I was in absolute awe of how good the glassblower was at what he did. I have always admired people that are awesome at whatever they do. These people are always passionate about what they do as well. The point I am trying to make is: Since the day I saw that glass blower I have never been in awe of someone’s skill, commitment and passion, until I was part of The Strength Journey.

In my last one on one session with Berdine I told her that I often wondered if I studied the correct course at university, because I am interested in a variety of other fields. Her answer was short and on the money. She said, “It doesn’t matter what you studied, you would have ended up in sales.” It is good to know that you are doing what you are supposed to be doing.

Thank you very much ***Berdine Beckett, Super Relator & Strength Legend!***

**Andries Gie**

*Competition – Maximizer - Self-Assurance – Command – Woo*

**Sales Professional – Chromtechniques**

**Separations**

**t:** 011 919 1000

**e:** andries@separations.co.za

## Testimonial 10

The strengths journey enabled me to develop different, more informed methods of thinking and dealing with situations. Being equipped with the 6 intellectual faculties I find that I question my perception and ensure it aligns with a productive and positive attitude. Throughout the process I found that I was learning to remove self-imposed limitations, which was something I struggled with in the past. By recalling my past achievements, I am now able to use my memory to serve me in order to reach more goals I am able to understand myself and others better which has really helped me create deeper connections with others and recognise and celebrate the strengths set that those around me have.

My biggest insights through the strengths journey was understanding and facing the terror barrier. My relator allows me to feel very comfortable in one-on-one settings. This comfort is not shared in group settings, so when I was required to do a presentation in a room filled with people, I assumed a state of intense fear. Had I not been equipped with the tools to push through the terror barrier, I would most likely have declined a great opportunity of growth.

I set a goal-to overcome my fear of public speaking, and to begin this journey I drew on my learner, achiever, responsibility and belief. This goal was measurable and achievable, but it was in no way energising. By employing the tools to influence and strengthen the mind I resolved to commit to achieving this goal with integrity. It was not long before the fear of failure overwhelmed me but by visualising a future free of anything that could bind me to my comfort zone, I was able to develop an emotional coaction to my goal. I am pleased to say that I survived my presentation and look forward to my next opportunity to overcome the terror barrier.

Another very impactful highlight was the understanding that the very conception of a thought within my mind germinates emotions and feelings that inevitably create actions. By this logic, I am responsible for the very fruit that my work will bear.

Berdine has been an exceptional facilitator whose charismatic and positive outlook are very contagious. She has added great value to the lives of those she has encountered by ushering us into a place of profound self-awareness. Her insight is to be admired and her energetic and fun approach kept us looking forward to our next session. She possesses in-depth understanding of the course content and managed to impart this to us with creative and exciting exercises.

The Strengths journey really helps to mould the culture of companies into taking an individualized approach by focusing on the awareness of its employees' areas of greatest strengths. In doing so they are equipped to harness and fine tune these strengths in order to achieve high-performing interdependent teams.

**Daisy Madlala**

*Learner – Relator – Achiever – Responsibility – Belief*

Sales consultant: Biotechniques

**Separations**

t: 011 919 1000

e: daisy@separations.co.za

## Testimonial 11

I would say I don't recognise myself now that I have completed my coaching sessions, but I do, I am the person I would have loved to be for years, but for various reasons, from societal to personal, thought I was not able to be. The transformation that has taken place through my sessions with Berdine is uncanny. After the sessions were over, I looked back and could not believe that it had taken less than 3 months to get where I am. All I

entered with was a bit of faith and hope that it was possible to reach my goals and my dreams, but now, I also have confidence that everything I want in my life I can achieve.

This is not just coaching. I have been equipped with tangible and effective skills that have taught me about myself, the human mind and the way the world works. I am aware, and in awareness I have, and continue to go from strength to strength. THIS WAS THE SINGLE BEST INVESTMENT I HAVE EVER MADE.

**Ben Shapiro**

*Restorative-Relator-Discipline-Futuristic-Intellection*

**Strategist**

**Joe Public**

**c:** 0718748620

**e:** benjamins@joepublic.co.za

## Testimonial 12

When I started the Signature Strengths course, I was excited to learn more about my talents but not nearly prepared for the amazing journey I was about to start. MY PERFECT JOURNEY!

Berdine is an awesome Coach! Her coaching style and ability to communicate in a mature and calm manner, was really refreshing and very helpful. I kept to most of my promises/commitments with every assignment and saw a difference in my way of thinking and relationships, almost immediately.

I would really encourage people to do this course. It was filled with so many skills to enhance my personality and make me more aware of my interaction with colleagues, friends and family.... It also made me aware of the differences in people and how to deal with it in relationships. The course made me more aware of my core energy state and I also try to check-in with myself every morning when I wake up. I overcame a few big obstacles and it was priceless to experience my growth as we moved along. The "completion walk" is also powerful and something that I will definitely keep on using when facing challenges.

My main aim with the course was to feel satisfied and complete. For the first time I can confirm that this course has put me on the right path to be able to say that I am satisfied with who I am and where I am in my life. It also equipped me to understand what makes me complete and to put it into action every day.

**Marulie Foster**

*Responsibility-Woo-Positivity-Communication-Arranger*

**Property Manager**

**STAR Properties (Pepcor)**

**t:** 012 683 6451

**e:** marulief@pepkor-properties.com

## THINKING INTO RESULTS Testimonials (Group facilitation)

### Testimonial 1

Throughout my ten-year career at Vodacom, I have to date been fortunate enough to be invited to and included in numerous training interventions, spanning many levels, skills and facets required to working within our great company and the Commercial Sales environment. All of these courses have afforded me the opportunity to hone and develop my various managerial skills and were beneficial to a point to where I had grown to as a person and within the company, approximately 10 months ago.

Our Management team were requested to attend a training session with a company called In-Vision, regarding a program called “Thinking into Results”. The program was to span over a period of 6 to 8 months and would entail additional one on one session with a specialised mentor/ “trainer”. Although apprehensive to start with, we attended accordingly, with no knowledge of what these sessions nor what the immediate future had in store for us....

Little did I realise at the time that I was not just about to start another “course”, nor begin yet another run of the mill “training session”. In fact not even close! We were about to experience and be imparted with the most invaluable information and life skills, that transcended our immediate working environment, and would slowly infiltrate amazingly in a positive sense into every area of our lives, thus ensuring that we never interacted with nor saw the world within which we live in, ever the same again.

As the sessions/months unfolded, and time seem to stand still as we all soaked up the energy and information relayed to us, it was incredible, if not amazing to see “ordinary” colleagues that we interacted with every day for many years beforehand, sincerely begin to realise and appreciate their infinite potential, and visibly see the immediate growth and change within.

Although this change/growth could visibly be seen in each individual that attended these sessions, it was even more amazing to see the growth and development as a management team. No longer will we ever tackle a challenge the same again, and our environment and Division is arguably richer and interacts with far more zest and passion than ever before, as we relentlessly aim to reach and attain our various goals we have set out for ourselves as a Division.

On an individual note, when the “Thinking into Results” program was introduced to me, I was going through some life challenges, that in normal circumstance could have been rather debilitating and challenging to go through. Not only was I able to handle these challenges head on, but the results in this and every other facet of my life have truly been transformed to an amazing level that at the time I would never have thought was remotely possible.

The other integral component of this program was the monthly one on one session held with our mentors (Stanley and Berdine Beckett (Bronkhorst)). As experienced with all of my colleagues, these sessions were a combination of content and life skill training, where we were individually held accountable for our development and involvement in the course. Often real heartfelt stories and emotions were shared, as we sought to understand the very core of those issues to proactively address and resolve accordingly with our mentors right by our side through the entire process.

Through the sessions we have all developed deep and lasting friendships with Stanley and Berdine that have transcended the boundaries of the program or our time spent at work. Our mentor/mentee relationships have developed into real friendships that will no doubt last a life time.

I am daily grateful for having been introduced to Stanley, Berdine and the “Thinking into Results” program, and would fervently recommend this program to all as a fundamental requirement before starting out or carrying on with our individual and collective life journeys.

Finally, as a parent with two young children, I am further grateful that I will be able to impart these valuable life lessons learnt with them, so they can in turn realise their full potential and live their lives as they so choose to.

Should anyone like to discuss the above in more detail, I will gladly give testament to the above statements and provide more information were possible.

Warm Regards

**Mike Jackson**  
**Executive Head**  
**Vodacom World**

## Testimonial 2

Set Point took the decision to focus on a personal development course for employees, as part of a holistic approach to skills development. This was the start of our partnership with InVision Coaching and to date we have put 80 employees on what I call a “journey of self-development”.

The employees’ response to your six month programme is overwhelmingly positive. We have noticed a significant change in the fostering a more positive attitude, which has impacted both in the work place and in their home life. Your course has generated a unique “excitement” in people who have made the effort to do the “thinking and goal setting” home work.

We have seen departments become more motivated, because their leader is setting meaningful goals that are result orientated. One of the biggest impacts of this course has being on attitude and confidence. Staff, which have attend this course, and made the effort to get the best out of the course, have become generally happier people and they are approaching challenging problems in a more constructive manner. We have had staff tell us how this course has positively impacted on their home life as well, especially where parents are teaching their children to set goals and become more self-confident. We now have employees requesting to attend this course.

**Marji Snelling**  
**HR Director**  
**Setpoint Laboratories**

**c: 082 468 6739**  
**e: marji@snelling.co.za**

## Testimonial 3

*“Thinking Into Results is a life-changing programme best described as an absolutely WOW! experience. To clarify, should you choose to embrace this programme, as a lifestyle choice, you’ll wonder why in the past, you were content to simply exist when living is so much better!”*

In March 2011, I arrived for the 09:00 start to the programme feeling quite disgruntled and perhaps a little annoyed - after all, I had better and certainly more important matters to attend to in my very busy schedule. The presenters Stanley and Berdine took to the stage and in a very warm and friendly yet energized fashion welcomed my colleagues and I to the opening session. “...Oh boy, here we go again with another let’s hold hands and sing Kum Ba Yah session...” I thought...no wait, I actually muttered these words to a colleague sitting next to me! I made the decision to reject whatever the presenters were asking us to open our minds to – despite their more than adequate attempts to obtain our buy in.

After the pleasantries and brief introduction to the programme, we watched the 1st Bob Proctor video which seemed to be timed perfectly as it supported what the presenters were saying in such synchronicity that it was like Bob was in the room! My curiosity was immediately sparked and then I knew that any resistance was absolutely futile. I was so excited about what I was privileged to be a part of that I could not wait to get home after every session to share my learning with my wife and 14 year old daughter!

I knew that the intent from our senior management team was to learn and apply the Thinking Into Results principles at the office and with our teams, but this programme is so much more than that! The principles are applicable in all spheres of one’s life and guarantee positive results beyond any stretch of the imagination! Here is an opportunity to unlock your potential by way of an awareness, or dare I say an awakening which I’m sure was previously only available to the wealthy, captains of industry, CEO’s and the like. These principles and teachings which have always been available to those fortunate enough to be in a position to consult a life coach of some sort. Unlocking YOUR infinite potential – this is Thinking Into Results!

**Brendon October**  
**Manager**  
**Vodacom Shop, Vodacom World**

## Testimonial 4

*“Nothing can stop a person with the right mental attitude from achieving their goals and nothing on earth can help the person with the wrong mental attitude. If you don't like something, change it and if you can't change it, change your attitude....don't complain.”*

For me “Thinking Into Results” was the beginning of a journey, a thrilling journey which I am gladly taking and the results of which will undoubtedly be worthwhile (these results are already slowly

unfolding for me). I know this because this journey had always been a lingering thought in my mind, a thought which I would constantly push to the back of the line as far as executables were concerned, and it was mainly the fear of the unknown that had caused this, with me preferring to stay in my comfort zone, unwilling to take the plunge. In the duration of the coaching, I learnt so much about myself, my strengths and weaknesses, as well as how to work on my weak areas and capitalize on my strong ones. I also learnt to identify and deal with paradigms, the “stick man” and what he represents, as well as the “conscious” and “subconscious” minds and the power of positive thinking.

They say that a journey of a thousand miles begins with a single step, for me that step was the realization that up until now, I had been unknowingly setting “type B” goals for myself i.e. what I already knew I could do with a little push, whilst conveniently avoiding the stretch goals. After understanding that “type C” goals are the wants, I immediately shifted my focus and adjusted my mindset, and consequently started slowly visualizing and building a picture that represented this dream or “fantasy”. Ironically, it was not extremely difficult to come up with this picture as it had always been there at the back of my mind, awaiting the opportune moment to appear, thus identifying my “wants”. I am confident that this was because chance favours the prepared mind and at that exact moment, my mind was ready for this.

Once I had taken this first step, and because of the fact that my personal and professional wants were intertwined, everything slowly started falling into place, with the dream slowly taking shape and becoming “theory” and finally “fact”. The immediate steps that I took to move towards the dream goals were: getting a mentor, starting to be involved in charity work, learning how to play golf, intense networking, and most importantly starting a small business to enable me to begin learning about the ins and outs of running a business.

All this would not have been possible without my esteemed coach Berdine, who constantly “closed the oven door” thus turning up the heat and stretching me in my thinking. This was so good that my very first diamond was “no matter how much you stretch yourself there is always room for more growth i.e there is infinite elasticity as long you still want that stretch” and I grew from strength to strength and became more and more daring as far as my elasticity was concerned. Currently I am still working on my small business, applying everything that I have learnt and am still learning, stumbling and sometimes falling along the way, but always willing to get up, dust myself off and try again with even more vigour because I told myself that failure is not an option and that “impossible is nothing”.

**Esmond Mhlanga**  
**Director Monez Trading**  
**Vodacom**

Angie Reddy – Manager: Vodacom World

When I initially started the program I had already read quite a few motivational books, watched “The secret”, attended a few seminars and browsed through some articles on the internet about the



subject. Basically, I was one of those “know it all” people thinking this was one of those courses that couldn’t tell me anything new. It didn’t help that I also felt that due to this being a course set up by my Executives – I was forced to do it and there was no such thing as confidential conversations during these sessions. I was also extremely busy and felt I did not have the time for “another one” of these programs. To say the least I was very sceptical... At the beginning I was also in a bad space personally and feeling that this was adding onto my workload which upset me even more. What these sessions ended up being was simply “life changing”.

It became very personal to me and I felt myself yearning to know more. I felt like a little kid waiting for Santa on Christmas eve as I waited in excitement to attend the next group or coaching session, because the information I received was practical, doable and worked. The information became food for my soul that I needed like a hungry child after a long day of playing outside in the sun.

A lot of the information taught to me was things that I had heard before but never had I received an in-depth understand for these teachings in this way previously. The cause and effect of using the techniques or not was also what I was lacking in my life.

In the 32 years of my life I have never before learnt about how to manage and control my mind the way that “thinking into results” taught me. Although at times it felt like an emotional rollercoaster when trying to fight off my old ways and adapt the new one’s I had been taught, I would not change a second of this journey I’ve been through. I’m eternally grateful for this process.

**Angie Reddy**  
**Manager**  
**Vodacom World**