



COMPANY PROFILE

Business, Human Resource,
Communication and Coaching

CONTACT US

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Like us 

YOUR BUSINESS NEEDS TO BE SUSTAINABLE.

The people that ultimately shape your business need a positive and sustainable working environment / business partner. Geared2Solve can help you in achieving these goals.

“Don’t underestimate the value of having a good team! You don’t become successful on your own. You have to rely on really good people.”

– Alicia Quarles

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LEANA LEONARD

Chartered HR Professional and Certified Gallup Strengths Coach

GEARED FOR PURPOSE

You determine your purpose. We are geared to help you achieve your purpose by:

Working with you to ensure that a sense of stability, status, and security is ensured for all stakeholders. By understanding your purpose, stakeholders know what they are buying in to.

Working with you to ensure that your business strategy, HR practices, and communication strategies are geared towards unlocking inclusive value, sustainable business, and growth for you and your stakeholders.

ABOUT GEARED2SOLVE

Geared2Solve is a Boutique Business Consulting service provider. If you need the challenges that you face to be understood and solved, we stand ready to assist you with solutions based on the best available practices. Our problem-solving methodologies are based on proven, yet innovative, future-thinking philosophies. We are geared to help you in not only conceptualising future-ready thinking, but also in how to implement this thinking in practice.

GEARED FOR VISION

What is your vision? We do not want to change this; it is yours. We are geared to help you refresh the implementation of your vision via:

- The rethinking of your business strategy
- The co-design and co-implementation of a more future-oriented HR strategy
- The reconceptualisation of your communication channels.

THE PEOPLE

Geared2Solve is the brainchild of Leana Leonard – Successful businesswoman, entrepreneur, and registered HR Professional with the South African Board for People Practices. Although we incorporate varied expertise in order to provide you with the most holistic approach possible, Leana remains the driving force and oversees the achievement of the high standards that she has set for Geared2Solve.

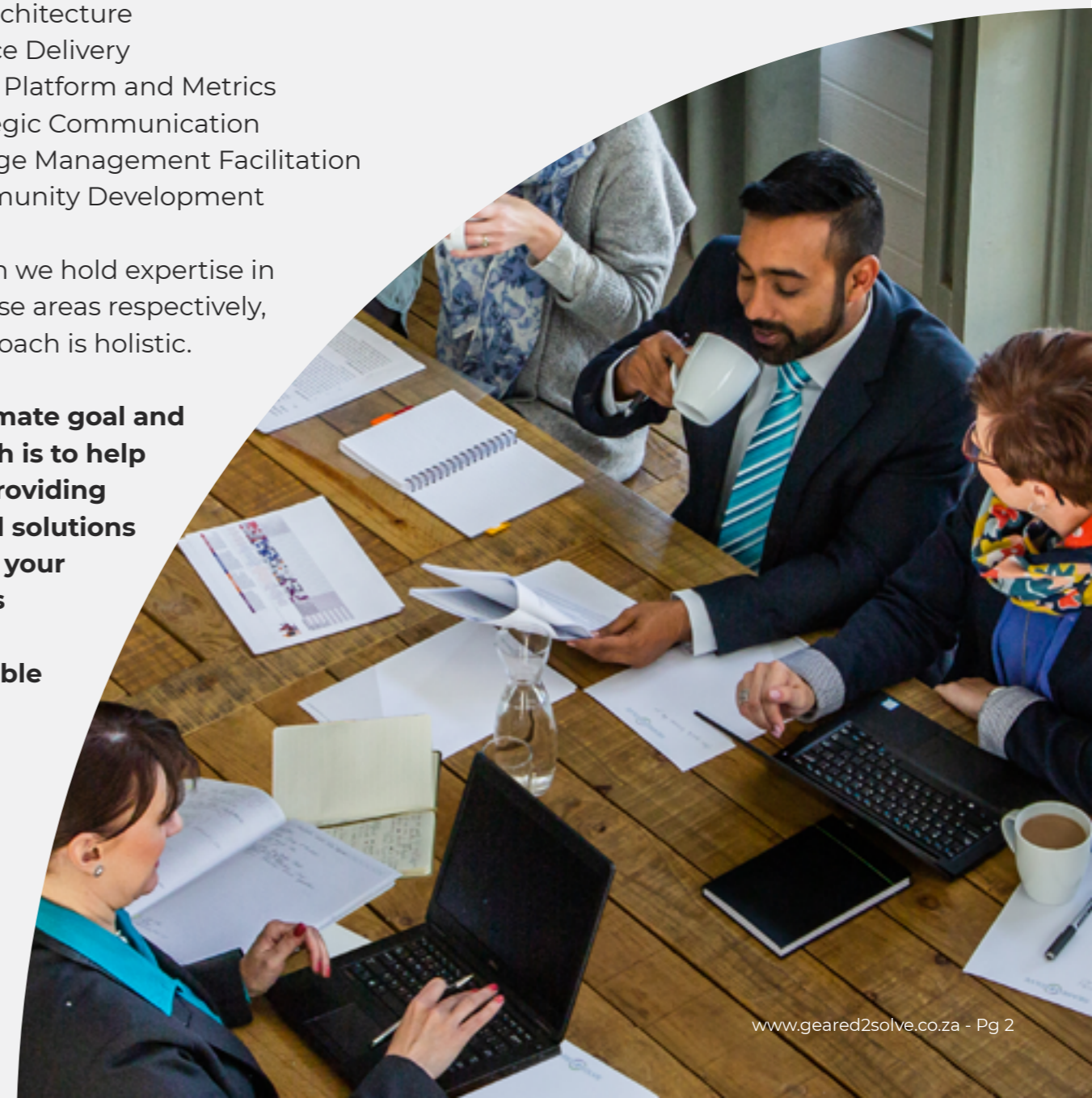
As a collective, we provide you with the benefit of more than one hundred years of shared experience. Our team love challenges, which we see as opportunities to find optimal solutions. We have the unique ability to envision and map out multiple scenarios, so as to identify and help you implement the best forward path.

As multi-disciplinary practitioners of Business Management, Human Resources, and Communication, our areas of expertise include:

- Business Strategy Alignment
- HR Architecture
- Service Delivery
- Value Platform and Metrics
- Strategic Communication
- Change Management Facilitation
- Community Development

Although we hold expertise in all of these areas respectively, our approach is holistic.

Our ultimate goal and approach is to help you in providing practical solutions to make your business more sustainable on all fronts.



OUR SERVICES

1. Human Resource
2. Communication
3. Coaching

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HUMAN RESOURCE SERVICES

Organisational development plays an integral role in the operation of your business strategy. The best way to minimise the negative messages and to optimise the positive messages relayed by your employees is not to stifle dissent, but rather by providing a context where positive experiences and messages are organically cultivated. We are passionate about helping you with the minor or major changes needed to establish such an environment:



RECRUITMENT

Appointing not only the right person for each position, but also the right persons to flourish within your organisational culture, are some of the **most important decisions that you will have to make**. The right persons add value. They understand and buy into your vision and purpose. They use their skills to achieve your vision and purpose. We are geared to help you in finding and attracting these persons.



RETRENCHMENT

Nobody likes when this has to happen. Nobody enjoys the processes involved. However, when your business is going through a challenging time and you need to take and implement tough decisions regarding your workforce, **we are geared to assist**.



EMPLOYEE RELATIONSHIP MANAGEMENT

We know that managing employee discipline can often be difficult and cumbersome. We can assist you in dealing with this thorny issue in a systematic and structured manner, aligned with the required legislation and the codes of good practices.



TRAINING, DEVELOPMENT, & FACILITATION

Once you have found and recruited the right persons, you want them to **develop and grow to their optimal potential**. This will help them to grow and adapt for their own well-being, but also for their roles in the growth and sustainability of your business. We are geared to help them, and you, with optimising this path.

COMMUNICATION SERVICES

Geared2Solve has entered into a partnership with a Strategic Stakeholder Solutions Specialist. This partnership allows us to provide you with even more specialised services in this area, whilst we remain rooted firmly in our holistic approach.



We assist you in adding value to your business via:

- Change management
- Internal communication research and audits.

This can help you to ensure that you communicate your business strategy purposefully and effectively to your employees, enabling them to deliver this successfully to all stakeholders.

We will assist you in identifying and communicating the right message for the right results.



The community that your business operates in is perhaps one of your most vital, yet often underrated, stakeholders. Your engagement with, and investment in, this community is imperative to not only gain and maintain the trust from this somewhat more indirect stakeholder, but also to the views that your more direct stakeholders might hold of your organisation.

We can help you in:

- Identifying the extent and nature of “your community”
- Identifying the extent and nature of your responsibility towards this community
- Developing, implementing, and managing a programme of community engagement, development, and investment
- Developing a strategy to communicate the status and results of such programmes to all relevant stakeholders.



Engaging all of your stakeholders is absolutely vital in ensuring sustainable and positive development in project-impacted areas.

We can help you in:

- Better understanding who all of your stakeholders are
- How to effectively engage with these stakeholders
- Identifying the needs and expectations of your various stakeholders
- Determining how to fulfil these needs and expectations, and how to effectively communicate your results.





COACHING SERVICES

Coaching individuals, teams, and managers has never had more impact than with the Clifton Strengths approach.

After working with, analysing, and evaluating many coaching models, we have happily opted for the Clifton Strengths approach. This approach, backed by extensive credible research, focuses on the natural talents and optimal potential of the individual being coached. It excels at helping you to fully develop that which you already have.

Coaching is all about YOU; creating the space for you to get to know yourself and your potential better.

Self-awareness starts with the willingness to self-explore; to reflect upon what you are already doing well, and to develop your natural talents into workable strengths. Focusing on these positives restores self-confidence. It will energize you and will enable you to reach your ultimate goals, whether on an individual level or in a team context.

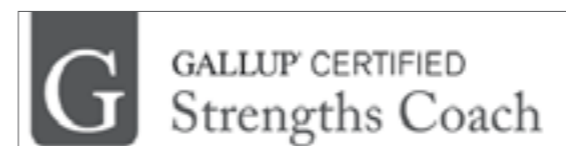
This coaching model caters for individual development, management development, team development, enhanced engagement with people (employees, leaders, friends, family etc.), and **it will help with building towards greater performance.**

YOU CAN BENEFIT FROM COACHING IF:

- 1 You have reached a point in your career where you feel very close to your ceiling.
- 2 You want to explore and get to know yourself better – creating self-awareness.
- 3 You feel stuck, and you do not know what the next steps should be to develop yourself.
- 4 You are a newly appointed manager and need some guidance on managing your diverse team.
- 5 You would like to be promoted, but have no idea where to start.
- 6 You have goals, but you battle to achieve them.
- 7 You are a seasoned executive that need to be reminded of the greatness that lies within you, and your potential to propel your business into the next growth phase.

WHO WILL BENEFIT:

- Executives
- Managers on all management tier
- Team leaders
- Teams
- Individuals intending to develop themselves (work- and personal development)



WHAT WE OFFER

- **Buy your Online Clifton Strength Assessment:**
 - Top 5
 - Full 34 (Recommended)
- **Book your Strength Appreciation Session (up to 90 minutes per session)**
- **Book 3 x Individual Coaching Sessions**
- **Book a half day Team Intervention**
- **Book a full day Team Intervention**

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Like us 



OUR LOCATION

Centurion, Gauteng