



GOOD GOVERNANCE AND COMPLIANCE

CALIBRICS

Innovate Lead Achieve

POWERED BY:

CALIBRICS

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Why do we need good governance & compliance?

Good governance and compliance is essential to every organisation, as it promotes:

- Sustainable & effective business
- Identification of clear goals and objectives
- Team cohesion & support

Certain key elements should be in place to promote good governance and compliance

How can *CALIBRICS* help you?

We provide a holistic turn-key solution focused on ensuring effective & sustainable business by helping you develop:

- Policies and Procedures
- Team management and effective leadership
- Risk management and compliance
- With an added support service

Policies & Procedures

We see your Policies and Procedures as your foundational documents and should:

- Be legally sound
- Reflect your unique environment and needs
- Ensure strategic sustainability

Something low-cost forms obtained from online marketplaces, sold as a 'quick-fix', 'cut-&-paste', generic product, simply cannot offer.

Team Management and Leadership

We believe that motivated teams with clear direction:

- Work well together and perform under pressure
- Meet high-performance goals

Motivated teams are created by hiring and placing the right people in the right teams

We help you do this through the internationally recognised Belbin Tool.

We are fully Belbin Accredited and offer you this behavioural tool and additional coaching to create the highest performing teams

More about *BELBIN*

- *BELBIN* is **not** a psychometric, personality or intellectual test - it focuses on individual **behaviour** in teams
- It consists of a 360 degree assessment taking your views and the views of others into account
- It explains the strengths you bring to a team, how you communicate and gives you a clear career roadmap

How can *BELBIN* assist you?

BELBIN will help you:

- *Hire the right people*
- *Put the right people in the right positions & roles*
- *Understand team strengths and weaknesses and how to address it*
- *Build clear and productive communication lines*
- *Manage team members effectively*

Risk and Compliance

We provide risk assessment based on legislation and Local & International Best Standards and Practices

We help you take an honest and unfiltered look at your business

We provide:

- *A report on risks identified*
- *Legislative and procedural compliance*
- *Risk in leadership, ethics and corporate citizenship*
- *Strategy, performance and reporting*
- *Record keeping*
- *Governing structures and delegation*
- *Governance functional areas*
- *Stakeholder relationships*
- *Practical recommendations on the way forward*
- *Ongoing coaching and support*

Why *CALIBRICS*?

As ***CALIBRICS*** we-

- offer expert services at a reasonable cost
- believe in open communication to identify what will work for you
- take time to understand your business and its culture
- offer support services and take the journey with you
- provide you with the experience and expertise of a world-class service

We now have offices, and offer our services, in *South Africa* and *Portugal*.

The *CALIBRICS* Team

Dr. Jeanne-Mari Retief



Dr Retief heads up *CALIBRICS* Portugal and is an admitted attorney and international human rights specialist. She advocates for the advancement of non-profit organisations through proper project planning and execution, good governance and teaching sustainable business practices.

She has a particular passion for the gender agenda and co-created various women leadership initiatives, both for the youth and professionals.

She has completed legal projects for various key stakeholders in the global legal arena and is known for her creative and passionate approach to the evolution of a modern legal profession.

She founded *CALIBRICS* in 2012 and has since grown it to a reputable brand focused of adding value and innovation. To her colleagues and clients she is known as a brainiac and have published in various accredited journals, written books, and has presented papers both at home and abroad.

The *CALBRICS* Team

Miss Soretha Venter



Heads up *CALBRICS* South Africa and is an admitted attorney with experience in human rights, good governance and public administration. She has a keen interest in governance and business strategies and believes that good leadership lies within each member of an organisation.

Her passion for governance and leadership stems from acting as investigator at the Office of the Public Protector dealing with public administration and good governance investigations.

During the course of her career she has worked for several non-profit organisations in the private and government sector and shares Dr. Retief's passion for the advancement of NPO's and Human Rights.

She joined *CALBRICS* in 2019 and has since contributed to its vision and mission by adding value and innovation to the services already provided. To her colleagues and clients she is a driving force and go-getter.

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