



# COMPANY PROFILE

The language of energy and contribution

[www.engagementfit.com](http://www.engagementfit.com)



# THE SHIFT IN LEADERSHIP

For too long, organisations have focused on structure, roles, and performance metrics – assuming that if these are optimised, results will follow.

But performance doesn't come from structure alone.

It comes from energy.

When people are aligned with how they naturally contribute, teams move.

When energy is blocked, even the best strategies stall.

EngagementFit exists to help organisations understand, align, and mobilise human energy – so performance becomes sustainable, not forced.

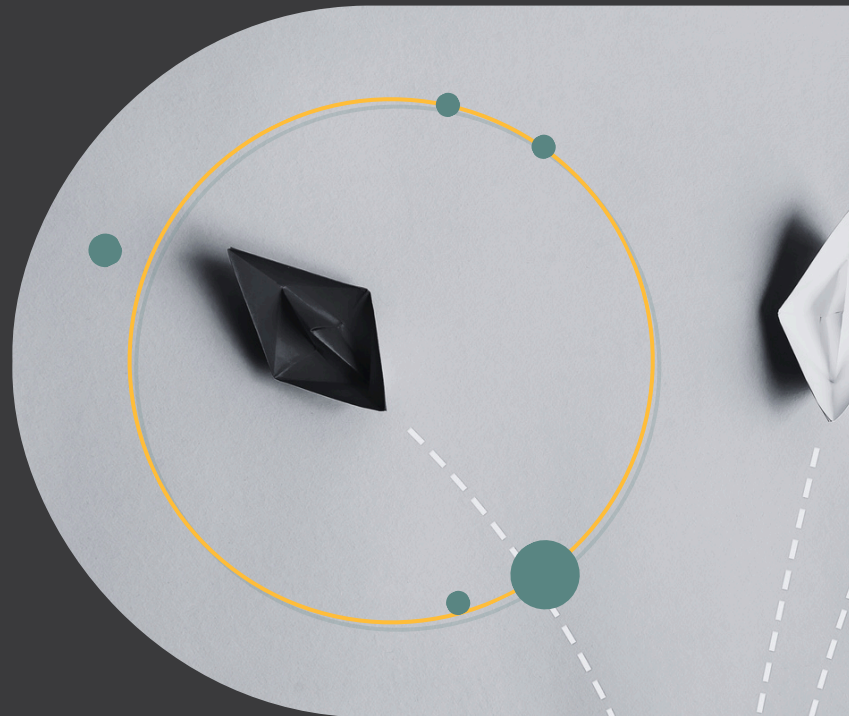


# WHAT WE DO

We help organisations move from:

- Misalignment → Clarity
- Effort → Flow
- Tension → Momentum
- Burnout → Sustainable Performance

Through a combination of diagnostics, insight, and leadership development, we make the invisible dynamics of your organisation visible – and actionable.



# OUR APPROACH

Most organisations focus on skills.

We focus on energy and contribution.

**Because people perform best when:**

- They are aligned to roles that naturally fit them
- Their contribution is recognised and used effectively
- The system enables flow, not friction

**We partner with organisations to:**

- Identify patterns, blockages, and blind spots
- Translate insight into practical action
- Build leadership capability to sustain change

This is not about adding more complexity.

It's about bringing clarity to what already exists.

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## OUR APPROACH

Leadership is often described as influence, authority, or decision-making. But in complex organisations, leadership is something more fundamental.

Leadership is the movement of energy through human systems.

When energy flows, people contribute, collaborate, and progress becomes possible.

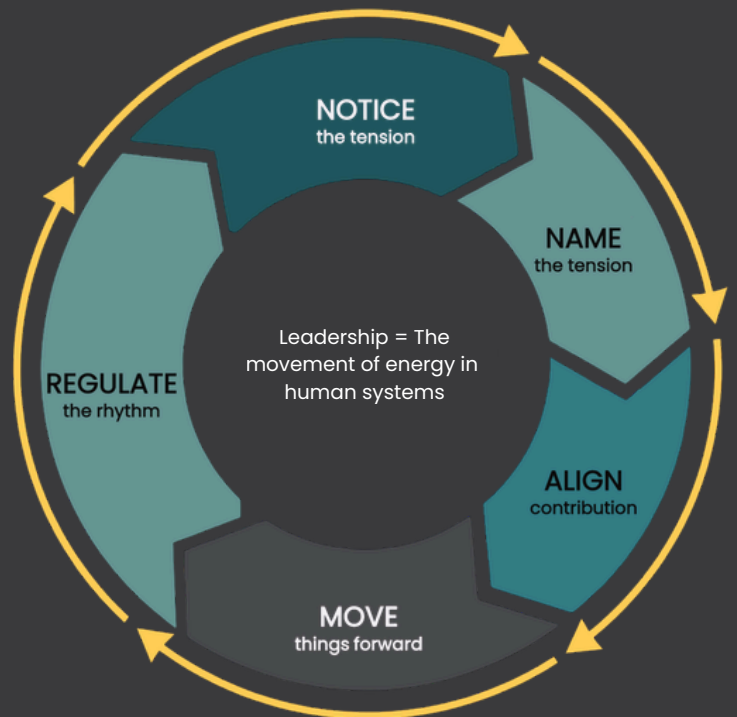
When energy stalls, tension turns into conflict, effort fragments, and the system slows down.

The work of leadership is therefore not simply directing people.

It is noticing, activating, and regulating the energy within a system so that it can move.

This movement happens through five leadership actions.

Our work follows these five stages.





# OUR CORE TOOLS

## DRIVE – Energy & Contribution Mapping

Understand what drives individuals naturally in how they:

- Contribute
- Lead
- Engage

DRIVE reveals natural contributions, needs, and drainers – enabling better role fit, communication, and decision-making.

## SynerGauge – Engagement Diagnostic

A next-generation engagement diagnostic tool. Beginning with our cutting edge SG21 engagement survey, measuring engagement across 7 relevant areas within the modern workplace. Then overlaying team DRIVE DNA to help you go beyond just engagement results and understand the specific causes of engagement gaps.

Providing deep insight into how energy is flowing across your organisation, allowing targeted and actionable alignment interventions.



# OUR CORE TOOLS

## Team Assist

Visualise your team's:

- Drives & Drainers
- Contributions and gaps
- Collective blind spots

Helping leaders leverage contribution and improve collaboration.

## Talent Navigation

Align people to roles based on energy, not assumptions:

- Match individuals to roles where they thrive
- Define role requirements based on natural contribution and energy.
- Define clear career paths and development roadmaps.



# OUR SOLUTIONS

## Leadership Development & Training



Shaping leadership to thrive in dynamic and complex environments by:

- Developing presence and the ability to align and mobilise human energy
- Improving decision-making
- Enhancing communication
- Building adaptive intelligence

## Consulting



Align people strategy with business outcomes through:

- Data-driven insight
- Practical implementation
- Sustainable cultural change



# OUR SOLUTIONS

## Custom Training & Facilitation

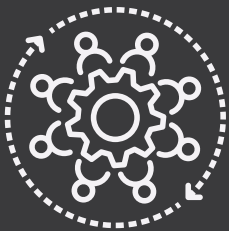


Flexible programmes that combine:

- Online learning
- In-person engagement

Designed for real-world application and lasting impact.

## Team Alignment & Culture Strategy



Create shared understanding by:

- Identifying contributions and blind spots
- Improving collaboration
- Building trust and rhythm



# HOW WE WORK

We don't believe in one-off interventions.

We provide an integrated system that connects:

Insight → Action → Development → Sustained Change

Our platform gives you immediate access to data and insight, while our experts support you in translating that into meaningful transformation.

## The Impact

- 9,000+ employees profiled globally
- 300+ senior leaders coached
- Multi-region leadership programmes delivered

Trusted by leading organisations across Africa, the Middle East, and beyond



# HOW WE WORK

## Why EngagementFit

Because leadership today is not about control.

It's about understanding and moving energy within a system. We help you:

- See your organisation more clearly
- Align contribution more effectively
- Create momentum and rhythm that lasts





# CLIENT IMPACT

## **ALEC Engineering & Contracting :**

UAE

2023 to current

Full DRIVE implementation, SG21 engagement strategy, and executive training.

## **TARGET Engineering :**

UAE

2023 to current

Leadership and DRIVE-based transformation.

## **Novus Holdings:**

South Africa

2017 - current

Strengths-based Profiling, Coaching and Team Alignment.

## **BASF:**

Africa, Middle East, Eastern Europe, and Russia

2014-current

Leadership development and OD consulting.

## **RussellStone Holdings:**

South Africa

2021-current

Strengths-based profiling and OD support.



# CLIENT IMPACT

## **First National Bank:**

South Africa

2014–2019

Leadership and team alignment.



## **ABSA Bank:**

South Africa

2018–2022

Management training and development.

## **Servier Industries:**

South Africa

2021–current

Ongoing leadership and team development.



## **University of Cape Town – Graduate School of Business:**

South Africa

2020– current

DRIVE and SG2I adopted as exclusive tools  
for strengths-based leadership  
development.

## **Multinational NGOs & Ministries:**

Cultural navigation and team alignment.



# CLIENT IMPACT

## **The Beverage Company :**

Team Alignment & collaboration, Talent Navigation, Leadership Development

## **BIC :**

DRIVE- based awareness

## **OneLogix:**

DRIVE-Based Leadership Development

## **Stefanutti Stock:**

Leadership & collaboration

## **Power Group:**

Team collaboration & alignment



# CLIENT IMPACT

## **SA Biomedical:**

Leadership, team alignment and collaboration,  
Talent Navigation

**TRAXTION**



## **Nandos SA:**

Individual DRIVE self awareness journeys

## **Traxtion:**

Leadership, team alignment & collaboration

## **Surgical Innovations:**

Team collaboration



## **RIB CCS:**

Basic DRIVE Awareness



**CONNECT  
WITH US**



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