



Dano “Ronnie” Ndlovu
Coaching Enterprising People

Areas of Expertise:
Relationship and Team Coach
Executive, career and leadership coaching
Leadership & team development
Executive search
Strategy development



Coaching Philosophy and Experience

We live in a world in which changes in one part of the world have impact on other parts of the world. And this impact happens rapidly. That is due to the world being a whole made up of interdependent, interacting parts. Changes in any one of the parts create changes in one or more of the others.

There are two fundamental reasons that a systemic approach is critical to effective leadership coaching. Firstly, as human beings we are part of a whole natural system. We feel and know the interconnection. Through a systems lens, we are able to understand ourselves, others and the worlds in which we live. Secondly, the systems within which our clients live and work have a significant impact on their ability to achieve desired results. In systems coaching – partnerships, teams and ExcOs - we help leaders see how the forces in their internal and external systems influence their ability to achieve the results they are seeking. Ignoring these broader and deeper systemic forces means overlooking forces that can if ignored impede, or if well leveraged, powerfully support their work as leaders.

Ronnie has been coaching for over 10 years. His experience over the last 5 years spans both public and private sector companies. Recent clients in coaching and leadership development include Alexander Forbes, eNCA, Nedbank, South African Breweries, Pretoria Portland Cement (PPC). Clients coached range from Teams (Shop floor employees and their leaders through to Executives) and one-on-one executive coaching (professional to executive levels). The coaching has done been in South Africa, Zimbabwe and Botswana.

Business Experience

Ronnie is the founder of a company, Execufind, which he started in 1994, focusing primarily, at that time, on executive search. He has extensive experience in evaluating executives' suitability, especially cultural fit, for roles in a wide range of companies, both South African and multinationals. A significant part of his role has been on-boarding of strategic hires, which includes coaching and integrating the new employee into their team. In the past five years, Ronnie has focused his coaching business more on relationship coaching in teams and executive coaching.

Prior to founding Execufind, Ronnie spent five years with CE International, a division of Asea Brown Boveri as a Business Councilor advising small businesses and not-for-profit companies on business strategy and implementation, and later head of Corporate Social Investment. Before that he was an accountant in a hospital in Philadelphia, USA.

Qualifications

Ronnie holds a Bachelors degree in Accounting and is Certified as an Organisation and Relationship Systems Coach. He also completed a one-year Co-Active Coach training programme with the Coaches Training Institute. He is a member of the International Coach Federation (ICF). He has also completed a two-year programme on Process Work Facilitation based on Process Orientated Psychology. In 2014 he was one of the first two coaches in Africa selected for the international training faculty of CRR Global, Inc.

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