



General information about our approach to providing bespoke 'development indabas' and experiences that are 'Good for People, Good for Business and Good for our World'

# ODYSSEY | INVICTUS

DEVELOPMENT REDEFINED

The enclosed information provides you with an overview of our evolved company, Odyssey Invictus. This is an evolution of the Odyssey Group, through which we have been designing and delivering international **leadership, talent and team development** solutions for the past 16 years. We've also been working in the South African bushveld for the last 4 years and supported by experts in wellbeing, logistics, health & safety and expedition management, we now provide powerful and bespoke '**learning expeditions**' and '**indabas**' in South Africa.

Our heritage is that of working with people in over 35 countries, providing bespoke corporate development programmes for leaders, talent groups and teams. We work in association with specialist organisations to support our programmes in South Africa, enabling us to gain access to a unique environment and some of its best kept secrets.

We work with both corporate groups and individuals, providing unique development experiences that we believe are unmatched; providing people with the opportunity to 'step out' of their normal day to day environments and immerse themselves in incredible developmental experiences in KwaZulu Natal. Experiences that focus on change and personal growth, that are:

**good for people : good for business : good for our world**

I hope the enclosed provides you with a good overview of what we can do.

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Welcome to Odyssey Invictus, and wherever your development journey may take you, 'hamba kahle' (go well)

*Kevin Lawrence*  
**Managing Founder**

Odyssey Invictus is a limited company registered in England and Wales: number 10950483.  
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## In summary, what we provide is far more than ‘just Africa’!

- Pragmatic and bespoke solutions that are high impact and create powerful emotional anchors and deeper learning; informing, guiding, and inspiring change and growth
- Over 16 year’s international experience of providing leadership, talent and team development experiences for multiple industries and nationalities across the full business hierarchy, especially middle and senior leadership groups and teams
- Expertise in the design and facilitation of programmes that range from multi-year and multi-module programmes to stand alone events that integrate with your current strategy and offering
- An authentic, ethics and values driven approach to people development
- Either content or project led development experiences
- The opportunity to naturally enhance and learn about wellbeing as an integral part of what we do
- An environment in which people no longer feel the effect of work proximity issues and being ‘over-connected’
- An opportunity to ‘detox from technology’ and focus just on self, business, growth and wellbeing
- An opportunity to learn about other cultures and one of the world’s most bio-diverse environments
- The opportunity to fully integrate learning with CSR initiatives for education, health and community
- A design and facilitation team that has both senior operational and senior organisational & people development experience across multiple sectors

**Development That is Good for People, Good for Business, and, Good for our World**



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# ODYSSEY | INVICTUS

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We are dedicated to providing a range of unique, powerful and bespoke, retreat style development programmes for people in today's increasingly demanding workplaces and pressured world.



We always 'pay it forward', through our own community work and a young and vibrant conservation charity operating in Southern Africa



# ODYSSEY | INVICTUS

DEVELOPMENT REDEFINED

## OUR MISSION

To make a positive and tangible difference in peoples' lives, supporting them in building meaningful, powerful, and enduring work and life legacies.



enabled through corporate and personal  
'development indabas'

## OUR PURPOSE

To have a significant and positive impact on people's attitudes, thinking, performance and behaviour, both personally and professionally; supporting their development, well-being, and the environments in which they live and work.

At the same time, supporting disadvantaged young adults in the UK and conservation work in South Africa:

- 10% of profits go towards funding the Invictus programme for disadvantaged young adults in the UK and supporting rural schools in Africa
- 10% of profits are donated to Wild Tomorrow Fund to support wildlife and wild habitat conservation work in South Africa



# We offer 3 types of indaba for corporate clients

## #1 The Ukukhula Indaba (the gathering for growth)

A fully bespoke indaba or learning expedition for corporate talent and leadership development groups that that can be either **content** or **CSR project led**

With content led programmes there is still the option to include CSR initiatives,

For both approaches there are opportunities, if desired, for a Big 5 animal viewing on programme completion.

A minimum of a 5 days is recommended due to travel time.



We provide unlimited post programme telephone and email support at participants request, post their attendance on one of our indabas

Excerpts from an interview about the: [Ukukhula Indaba](#)

## #2 The Iqembu Indaba (the group gathering)

5 day, fully facilitated and thematic professional networking events or bespoke team development or strategic planning retreats that can include a Big 5 game drive and boat safari.

These are hosted at Zingela or Umkhumbi Lodge, which is just 2 hours from Durban airport and Africa's oldest game and world heritage parks (Hluhluwe iMfolozi and iSimangaliso Wetland).



### #3 The Ubuholi Indaba (the leadership gathering)

An indaba designed for small business owners and entrepreneurs that integrates personal and business leadership development with peer networking and problem solving. It takes place at the Zingela River and Safari Camp, a stone and thatch built camp in the heart of the bushveld where we have exclusive use of the main camp area.

This is a 5 day programme with 3 months coaching support



### And for individuals:

#### The Invictus Indaba (the unconquerable gathering)

A 10 day personal development retreat for private clients that integrates short personal development sessions with learning about conservation, a conservation project, community interactions and personal coaching. This takes place in 2 locations at Zingela and Hluhluwe.



# What is an 'indaba'

**Indaba** is a South African noun for 'gathering' or 'conference'. It is also used informally to express someone's ownership or concern: e.g. "that performance issue is my indaba".

The practise of 'Indaba' sits at the heart of South African culture and was originally when the nDuna (Sub Chiefs) gathered to speak openly and candidly to debate and resolve common issues, without fear of judgement.

**We refer to our Corporate programmes as 'Ukukhula Indabas'. This translates as: 'Gatherings for Growth'. They can be branded uniquely for your company to support any strategic themes or other key messaging.**

- We believe working in an environment in which people can't 'participate on auto-pilot' or just 'be present', enables more meaningful engagement and growth. This, coupled with the incredible natural environment of SA results in powerful and more sustainable development; creating strong emotional anchors and enabling deeper learning.

We want to work with organisations who are looking for solutions that are unique, have greater impact and meaning, and, result in more sustainable change in behaviour and thinking.

- Whether through '**content or project led**' programmes, people realise genuine health benefits of spending time in nature and potentially life-changing, hands on experience, of supporting projects that can have a major benefit for local communities and the environment.

**Our Indabas can be used for learning expeditions across multiple sites, or static. Whatever we do in South Africa, we only work with people we know, trust and have strong working relationship with, at locations:**

- **That are far enough away from peoples' normal environments for them to be free of day to day work distractions and proximity issues**
- **That are good for both physical and mental wellbeing**
- **That are in a unique physical landscape, one of the world's most biodiverse environments**
- **That are engaging, inspiring, and enable people to be incredibly mindful; focusing on learning more about themselves, their work, their world**

## Content Led Ukukhula Indabas

All our work is bespoke and designed solely for your organisation. We don't have any preferred solutions that are 'fitted' to clients needs

Our work is research led, ensuring we focus on your needs, not our preferences

We can cover the full range of leadership, team and individual development topics

We can provide stand-alone or multi-modular programmes of development that don't all need to take place in South Africa. *(A model for a recent multi-modular programme request is shown opposite)*

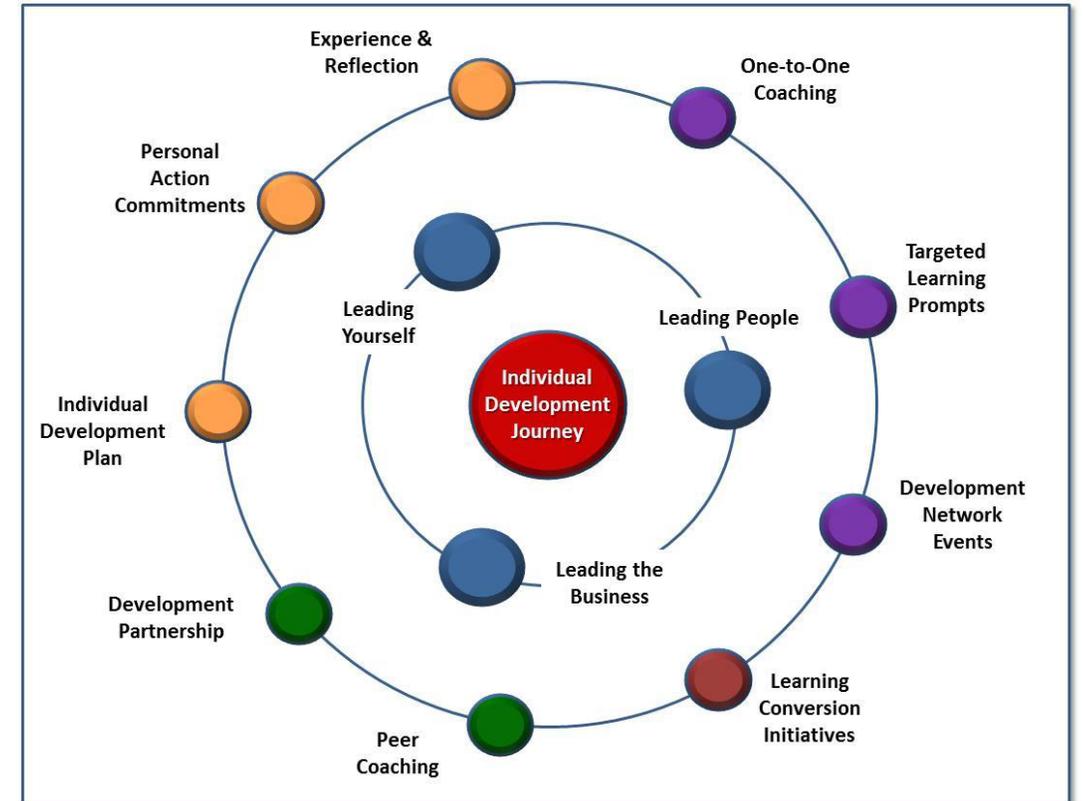
We can provide programmes ranging from business-school style interventions to those that are purely experiential

All our work is supported with unlimited access to us by telephone or email – both during and post programme

We provide 6 months post programme 'development prompting' as standard, unless we are asked not to

Our strength lies in our combination of Operational and Human Resource backgrounds with expertise in the research, design and facilitation of unique people development experiences, and the expert partners we work with

All assignable rights for the work we do are granted to our clients



## Content Led Ukukhula Indabas (in South Africa)

We integrate sessions (unless requested not to) on managing psychological and physical wellness

We include daily options for bush hiking and learning about bio-diversity and conservation efforts in South Africa

Options for learning about Zulu culture and their relationship with the natural world

Options for guest speakers and talks from ecologists and conservationists

Options for game viewing both in a Big 5 reserve such as Hluhluwe iMfolozi (Africa's oldest proclaimed animal and habitat reserve) and the iSimangaliso Wetland Park (a UNESCO World Heritage Site)

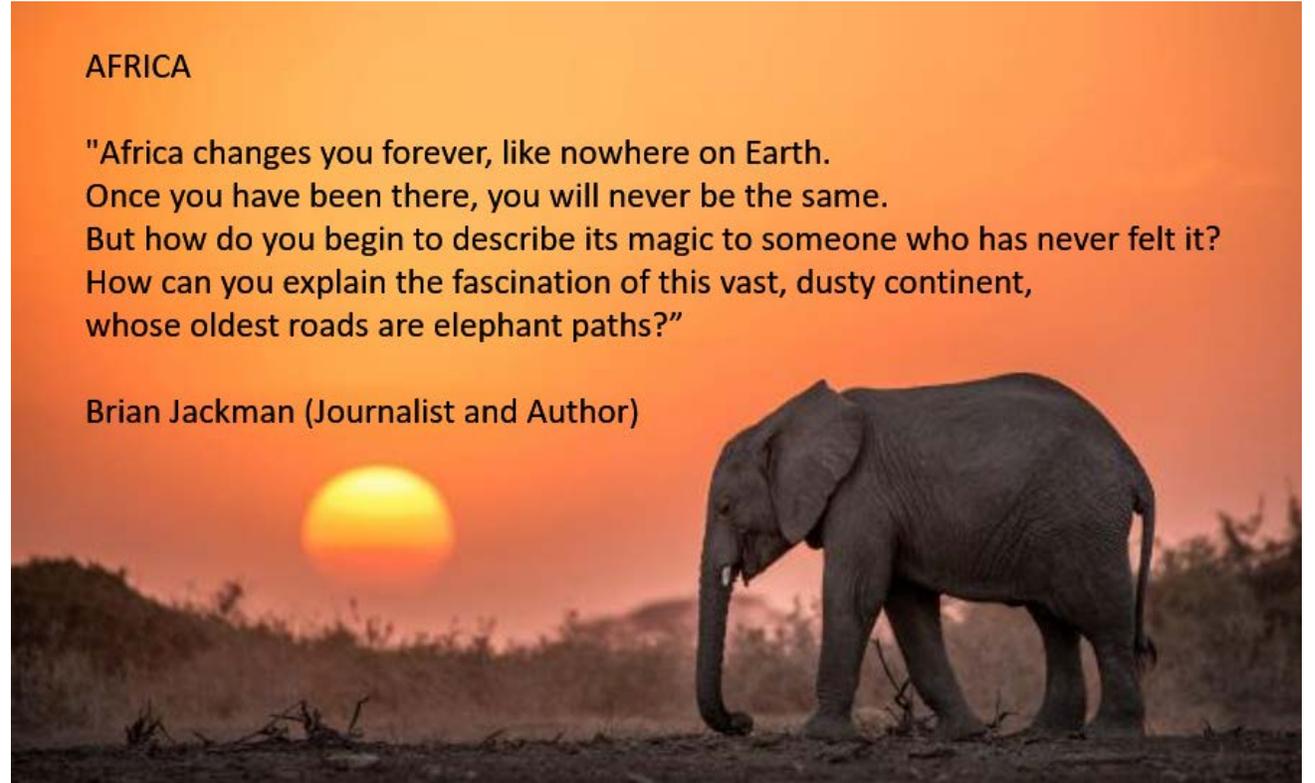
Options for cultural interactions with local people

Options to integrate local CSR initiatives ranging from community to conservation

### AFRICA

"Africa changes you forever, like nowhere on Earth. Once you have been there, you will never be the same. But how do you begin to describe its magic to someone who has never felt it? How can you explain the fascination of this vast, dusty continent, whose oldest roads are elephant paths?"

Brian Jackman (Journalist and Author)



## CSR Project Led Ukukhula Indabas

Facilitated 'action-learning' programmes during which participants apply and enhance their business skills and knowledge to 'on the ground' challenges that can range from Hygiene, Health, and Water Purity, to Self-Sufficiency, Education and Conservation (including the dehorning of Rhino)

We are connected with expert conservationists, ecologists, NGOs and local communities in South Africa. This provides great flexibility to align projects with your own CSR focus

This process can often be more challenging and meaningful for people, with individual and group learning coming from any supportive inputs from the facilitators, self & group reflection, and facilitated reviews

Dependent on the number of groups we work with, projects can be either unique for each group or undertaken by multiple groups.

Please watch this short video: [A Better World](#)



health and hygiene



construction



orphanages



wildlife

# Focusing on change, growth and rejuvenation

We're passionate about people development, human connectivity and the natural world

Our ambition is to help people to **Re Think, Re Charge, Re Focus and Re Boot:**

**Re Thinking:** 'how we do what we do'; and, the impact our behaviour and work preferences have on our own performance, the organisation, and the people we are responsible for and work with

**Re Charging:** spending time in the natural world; rejuvenating and learning more about managing our wellbeing

**Re Focusing:** what our and my priorities are to achieve our goals: what will I and we do; and, when and how will it be done, to move forward?

**Re Booting:** gaining the energy and orientation needed to act purposefully and with increased ownership

## Our genesis

- For 16 years we've operated as Odyssey Group. Providing bespoke development programmes and interventions for talent and leadership groups, intact functional teams, senior and executive teams and individual coaching in the corporate market:
  - This work has taken place in over 35 countries, working with thousands of people from operational teams to executive board members
  - Our work has blended input sessions, personal diagnostics, experiential learning activities, skills practice and powerfully facilitated review and reflection processes; backed up with unlimited facilitator support post events, and 6 months ongoing 'development prompting'
  - We have operated in both the private and public sectors across multiple industries
  - Please follow this link to visit the Odyssey Group website to see a list of clients we've worked with: [Odyssey Group Clients](#)
- For the last 4 years we have been fully funding and developing groups of young adults from the UK as part of our 'Invictus Programme'; a year long process that has a 16 day personal and critical skills development expedition to KwaZulu Natal at its heart
- Having experienced first-hand the incredible additional benefits working in locations such as the bushveld in South Africa can realise, significantly beyond those to be found in a conference room or more traditional outdoor development spaces, we have begun integrating wellbeing and learning about other cultures and the natural world as integral aspects of what we do, in a place with minimal work interference and distraction

**Odyssey Invictus is an evolution of Odyssey Group.** Combining the expertise and knowledge gained from many years experience working with international organisations and in senior corporate roles, with the expertise of specialist partners.

**This enables us to provide something incredibly unique and powerful for both corporate groups and individuals**

## Why is 'now', the right time for Odyssey Invictus?

- In an increasingly saturated and homogeneous development industry, and workplaces facing increasingly high profile social challenges, we believe there is a critical need for more purposeful and meaningful bespoke development
- We have gained 16 years significant and successful experience of working across all hierarchies, in organisations ranging from large multi-nationals employing over 60,000 people to smaller domestic companies employing as few as 23, in a range of both public and private sector industries
- We can design and facilitate programmes that range from multi-event programmes over a number of years, to stand-alone development experiences to help overcome specific challenges: either 'all in the bushveld' or a combination of venue types dependent on our clients needs
- Increasing levels of white noise and work proximity issues are having an increasing impact on peoples ability to fully focus during development programmes, and, on performance in general. The cause of this is often 'inattentional and change blindness'
- Retention of talent is an increasing challenge, with younger, and increasingly older generations, seeking to work for organisations that have a deeper sense of purpose and connectivity with the global society
- Health and wellbeing are significant issues that businesses need to manage; to enhance staff wellness, productivity, engagement and retention
- According to research from the mental health charity 'Mind', a third of employees in the UK alone are suffering from anxiety stress or depression (reported as up to 61% in the US)
- The per annum cost to the global economy of stress, anxiety and depression is reported at over \$1trillion (Source WHO)

## Why is 'now', the right time for Odyssey Invictus?

- There is increasing recognition of the significant health benefits 'spending time in nature' can realise for people – even for short periods of time
- There is an increasing social, performance and political need for people to be more accepting and understanding of individual and cultural diversity
- There is a critical need for society to more fully understand the impact it is having on the environment and biosphere and take both individual and collective action
- The average person at work is now distracted every 45 seconds, checks email 74 times a day and switches task on their computer 566 times per day
- Please follow these links to view recent posts on LinkedIn and a few promotional videos about our approach:

[Natural Learning](#) [Helping Good Causes](#)

[Distraction](#) [Managers are Disengaged!](#) [A Better World](#)

[Stress Awareness](#) [Lost in Africa](#) [Fresh & Nutritional Development](#)

[The Experience](#) [Leadership and Culture](#) [Teaming](#)

**It is possible, both practically and financially; and beneficial, to fully integrate well being and more holistic learning into corporate leadership, talent and other development programmes**

## Benefits of working with Odyssey Invictus

The benefits of working with our team are multi-fold and will vary dependent on the design of your bespoke programme. The generic areas in which benefit from content can be gained are shown on the next page.

Regardless of these:

- There will be enhanced levels of **self-awareness** due to the immersive nature of the experience
- There will be **wellbeing** benefits due to the environment people are learning and relaxing in, including optional, daily, early morning guided hikes in the conservancy
- There will be a broader '**world and environmental awareness**' as a consequence of our optional open discussion programme that runs in the evenings with guest speakers that include an ecologist working for Wild Tomorrow Fund, and, dependent on availability, the camp owner - Dr Peter Calverley. He is South Africa's leading expert on the Nile Crocodile and also expert on Hippo and conservation in South Africa in general. These talks are optional and are undertaken in an informal manner. We also have the possibility to bring in expert anti-poaching unit team leaders to talk about '**when team-work is a matter of life or death**'!

**Please note that we can accommodate people of all physical abilities on our programmes and we require full and confidential disclosure of any health issues we may need to be aware of to keep people both safe and well**

# Benefits of working with Odyssey Invictus

## Rigour and provenance

The design and facilitation of your development indaba is undertaken by a team who have over 70 years combined experience in developing and delivering development programmes. This experience covers multiple sectors and cultures in over 35 countries. Whatever specific changes you want to achieve, we deliver programmes that are unique and powerful, that enable and support personal change, growth and performance. We grant our corporate clients all transferable rights.

In general, just some of the benefits from the work we have done include: **increased leadership flexibility, increased self-awareness, better decision making and problem solving, increased personal effectiveness and productivity, increased engagement, enhanced personal motivation and communication skills, enhanced creativity, stronger alignment to corporate culture and vision (when appropriate) or participants own career and life goals, more effective team performance.**

To learn more about our Odyssey approach, background and design ethos, please follow this link: [Odyssey Group](#)

## Cultural awareness and diversity

Being exposed to and engaged in other cultures, especially those in which people live less privileged lives (by measures often used in fully developed countries), significantly increases our sensitivity to, awareness of, and appreciation for, what it means to live in an increasingly connected yet still incredibly diverse and 'unequal' world

Time spent in Southern Africa will result in a **broadened awareness and genuine appreciation and understanding of other cultures, lifestyles and diversity.**



# Benefits of working with Odyssey Invictus

## Wellbeing

We live in a world in which we are under increasing pressure to deliver and stay connected 24/7 - the average person is distracted every 45 seconds, checks their email 74 times a day and switches tasks on their computer 566 times per day. In an increasingly chaotic world there have been significant increases in diagnosed levels of anxiety and depression amongst all people in developed countries, in all walks of life.

In addition to learning about managing 'own' wellbeing', just a few of the benefits from spending time in nature include:

- **Significant increases in self-reported sense of well-being**
- **Improved short term memory**
- **Improved concentration**
- **Sharper thinking and better creativity**
- **Restored physical and mental energy**
- **Feelings of stress, depression, anxiety and negativity are reduced**
- **Decreased heart rate and levels of cortisol**
- Reduced inflammation (to both physical and pathogenic threats)
- **Better sleep patterns**
- **Being more productive**
- **They felt happier**
- **They find thinking and making decisions easier**



Those highlighted in bold, are more immediate. Supporting well-being should be ongoing (if systems do not already exist) and an integral part of the support given to employees.

# Benefits of working with Odyssey Invictus

## The environment and education

Through the integration of talks about conservation from people 'on the ground', and time in the bush, there is an enhanced appreciation and understanding of the impact we have on the environment and what we can all do to reduce human impact.

The focus of our talks is on wildlife, poaching, wild habitats, the impact of monoculture and the 'environmental bystander' effect. We actively support the work of Wild Tomorrow Fund in Southern Africa and the education of rural school children at the Ntokozi school which is close to the camp we use in the Tugela River Valley, and, rural communities on the Phongola river near Jozini in the north of the country.

**The benefits from our time together are a re-connection with the natural world, a greater appreciation for the impact people have on the environment and biosphere and what we can all do to help preserve it.**

**All participation helps raise money for conservation and rural school children in South Africa and development programmes for disadvantaged young adults in the UK. 20% of our profit is donated to these causes.**

To learn more about the work of Wild Tomorrow Fund, please follow this link: [Wild Tomorrow Fund](#)



## Investing in an Ukukhula Indaba

The cost of accommodation and meals at Zingela (the preferred bush camp we use) is significantly lower than using a good quality international venue. For example, for exclusive use of the main camp we pay £100 per person for a 24 hour rate (may vary dependent on local costs). This includes all accommodation, meals, tea & coffee, fresh water, expert guides for bush hiking, local guest speakers and any local activities. (We also have options to use game lodges if desired and these can be priced on request)

We only make a 50% charge for programme design for multi event programmes, and, expenses related to this phase of a project. For content led programmes we can also integrate CSR projects relating to rural communities, conservation or healthcare. It is likely that integrating these will have an impact on cost, the time needed in-country and the content of your programme.

We do not charge for our travel time or the extra days we are in country preparing for your arrival and all in-country costs apart from any communications, alcohol and mementos are included.

For a **Content Led** programme an illustrative investment figure is £40,000 for 12 people plus 2 of our facilitators for arrival on a Sunday and departing the following Saturday. (Excluding programme materials, expenses and your flight costs) This includes briefings for participants, to prepare them for the environment they will be spending time in, and unlimited telephone and email support post indaba.

Pricing information for **CSR Project Led** programmes is more variable depending on the type of work you wish to be involved in, the location and type of accommodation available.

## Health and Safety

Wherever you travel there are risks and your health and safety is of paramount importance to us. We do everything necessary to help ensure you have a safe and fantastic experience on our indabas.

Especially when going to camps in locations such as the South African bushveld, our awareness of risk is often heightened. We will ensure you are fully aware of what you need to know, and do, to stay safe.

Just some of the processes we have in place in conjunction with our lead partner (Africa Wild Trails - AWT) to ensure your safety and well-being are:

- Pre travel questionnaires so we can be prepared 'just in case' or to help us accommodate any specific needs you or your people might have
- Strict policies for movement in and around the locations we use
- Nominated key personnel and leaders for different types of activity
- General and specific safety briefings on a daily and activity basis
- Expert and qualified guides for all activities in the bush or on the river (as applicable)
- Emergency evacuation procedures should someone need urgent medical attention
- Advice on clothing and personal care
- The option for an on-site paramedic if anyone has requirements we need to support them with, or just for 'peace of mind'
- Rigidly enforced safe driving rules
- Trained first-aiders on-site
- All suppliers in South Africa are checked and double-checked. We have been working without incident with them for many years either directly, or indirectly through Africa Wild Trails.

Our lead partner for the indabas, Africa Wild Trails, in conjunction with ourselves maintains a fully up-to-date risk register for all that we do in South Africa and has the highest level of clearance and accreditation with the UK's National Cadet Force for overseas expeditions. AWT also adheres to BS8848, which is the stringent British Standard for organising and managing visits, fieldwork, expeditions and adventurous activities outside the UK.

**Anyone acting in a way that puts others or themselves at risk (that we are unable to resolve) is removed from our programmes. This is not optional, regardless of seniority.**

# Health and Safety and the environment

There are no 'Big 5' animals in the Zingela conservancy other than an itinerant Leopard that stays in the upper valleys

In the local environment there are:

## Likely to be seen

Giraffe  
Kudu  
Blue Wildebeest  
Zebra  
Nyala  
Impala  
Bushbuck  
Mountain Riedbuck  
Grey Duiker  
Warthog  
Ostrich  
Baboon  
Red Hartebeest  
Eland  
Water Monitor

## Unlikely

Porcupine  
Genet  
Aardwolf  
Aardvark  
Leopard  
Caracal



## 'Leave the environment as we find it' - a mantra of our team and partners when working in South Africa

Ecosystems are incredibly sensitive to contamination and susceptible to unintentional damage caused by visitors. So, whether it's the type of washing detergents we advise travellers take with them, watching out for Dung Beetles as we travel through the bush, or, having rigid disciplines for how much rubbish we generate and how it is managed, we take great care to minimise our impact and try to ensure the only footprint we leave in the bush, is the one left by the soles of our boots.

## Impact of flying

In addition to 'flight tax' you pay (that includes a charge for environmental impact), we will pay the carbon off-set for everyone we work with in South Africa. This money supports green initiatives such as new forestation.

## Our key people

Kevin Lawrence



Kevin is the Managing Founder of Odyssey Invictus and Managing Director and Founder of the Odyssey Group.

Passionate and driven in his desire to support people with their development, whether corporately or through social projects and helping to conserve the few wild places and endangered wildlife of the natural world, Kevin is incredibly pleased to be able to offer unique and potentially transformative development experiences and retreats in KwaZulu Natal, where he has, as part of his work at Odyssey Group, been supporting disadvantaged young adults from the UK and rural school and conservation work in South Africa.

In the corporate world his unique style and insight was instrumental in transforming and revolutionising the development functions and practices in major household known companies across the retail, insurance and construction service industries.

In South Africa, Kevin's UK based companies have helped transform the learning resources at the rural Ntokozo School in KwaZulu Natal, built an education centre for rural villagers on the banks of the Pongola River (to help them better understand and manage the natural flora and fauna resources their sustainable lifestyles depend upon), sponsored and been actively involved in the first ever Spotted Hyena collaring and telemetry tracking project and supported the work of the Wild Volunteers in re-wilding and populating the Ukuwela Conservancy.

With a background in Operations, Sales Management, Customer Service, Public Relations, Communications and Human Resources, Kevin's pragmatic understanding of both the personal and commercial application of development theory and practice continues to add value across a broad range of businesses. Kevin's approach has often been described as a 'breath of fresh air' by those he works with. At a personal level, perhaps the greatest feedback he has ever received from an individual was:

**“when asked what my life-changing experiences have been, I'll look back, point at you and your programme and say, that was”**

Kevin specialises in leadership, talent and management development, coaching, personal development, change, and team development.

## Our key people

Mike Green



Michael facilitates and is our lead designer for content led programmes.

With a background in operational management, people development, politics and consulting, Michael has been working with Kevin as a Senior Consultant at the Odyssey Group, prior to supporting him at Odyssey Invictus, for over 12 years. He has over 25 years' experience of delivering coaching, and people and performance development interventions for both public and private sector companies.

Passionate in his research, design and facilitation, constantly looking to integrate the latest proven thinking with the best of the more traditional, he enables significant and sustainable personal and corporate performance improvement through helping people to break through their resistance to change, developing of new ways of working, and, new life and work habits.

Over the course of his career he has worked across a wide range of industries in Europe, North America and the Middle East. Additionally, he has experience in operational management and strategic change roles with a global financial services provider. In all these settings, he has demonstrated the ability to engage, to challenge and to mobilise clients – from the boardroom to the shop floor – in ways that result in their personal growth and development, as well as in the delivery of tangible benefits to their organisations.

Michael combines his strong academic background with this breadth of experience to help the people he works with make genuine changes in the way they think, act and perform. An American national, Michael and his family have lived in England since 1989.

Michael specialises in leadership, talent and management development, team development and leading change.

## Our key people

Andy Moore



Andy joins us as an associate to support all our Indabas and brings a wealth of experience of both Africa and managing CSR programmes

He specialises in working with individuals and teams to help them to become more compelling in the way they lead, communicate and innovate.

He has 14 years of experience successfully leading large teams for Barclays across a unique variety of front line, support function and head office roles. He has led regional sales and service teams, recruitment and L&D teams and managed multi-million pound CSR programmes.

Having led many outdoor learning expeditions in Africa, he is a trained Mountain Leader and Accredited Practitioner with the Institute of Outdoor Learning. As well being a qualified leadership coach with the Coaches Training Institute and team coach with the Centre for Right Relationships.

His career has always led him from one challenging situation to another and this has taught him the importance of having purpose, engaging people's spirits and doing things the right way. It has also reinforced the importance of getting out of your comfort zone as the key way to grow, understand yourself better and build resilience.

His clients like working with him because he brings a strong sense of clarity, balances challenge with support, and creates a fun environment to learn in.

## Our partners

### Angus Wingfield 'Africa Wild Trails'



Following a chance meeting in 2013 when Angus and Kevin realised they had a shared passion for people development and Africa, they have been working together to deliver the Invictus programme that Kevin provides and funds for disadvantaged young adults in the UK. Such is their trust and friendship, they have extended their work relationship to include all the Odyssey Invictus Indabas.

In 2003 Angus travelled to South Africa with Col. Chris Blessington OBE and fell in love with the country. Then, following a successful career working with youth organisations and passionate about wildlife conservation and Southern Africa, in 2009 he formed Africa Wild Trails and the company now has 8 partners in South Africa. Angus has always known that having key people resident in a country of operation is vital in terms of safety and risk management, logistical expertise, maintaining high standards and the quality of learning about the local cultures and environment.

“There is no better way to understand the importance of conserving wild places and the wildlife that live their lives there, than to go and immerse yourself in them, if only for a short while. The impact on each individual is very real and will last a lifetime.”



## Our partners

Dr Joanna Livingstone BSc DClInPsych



Joanna consults with us on a collaborative basis and supports the integration of well-being concepts and processes as required for our indabas.

She is a highly experienced Clinical Psychologist, Nia Movement Practitioner and Life Coach. Having worked both in the NHS and in corporate companies she brings a unique skill set to the work she does. She is passionate about helping people to find the resources within themselves to make positive change and build resilience.

Joanna draws on her clinical and personal skills to help individuals change, grow and develop through a range of techniques that are theory and research driven; from positive psychology, cognitive behavioural therapy, compassion focused therapy, mindfulness and mindful movement. Together with her enthusiasm, intuition and empathy for others, Joanna has helped many individuals over the course of her twenty-year career to achieve positive change in both physical and mental wellbeing.

Joanna has her own business (Key Psychology Services) that operates from consulting rooms in Glasgow and is happy to support our clients, as needed.

# ODYSSEY | INVICTUS

DEVELOPMENT REDEFINED

**Ngiyabonga** (thank you) for taking the time to read this.

KwaZulu Natal and Southern Africa as a whole is an amazing environment for learning and growth, providing an incredibly rich and diverse environment in which to think, work and develop.

In summary, everything we do is designed specifically for you, to achieve the outcomes and experiences you want your people and organisation to benefit from, and the shifts in behaviour and thinking you wish to realise.

We suggest a minimum of 5 full days in-country to achieve the full benefits, with no upper limit! The longest single expedition we have created for a group was 16 days duration that took place in 3 locations. Whatever you need, we can design and provide it for you through our UK based expert resource and the specialists we are connected with in South Africa.

There is a Zulu proverb that seems appropriate for any development experience:

**‘njalo inkambo amanzi sivela’**

It roughly translates as **‘every course of water has its source’** and it would be a privilege to be able to work with you as you move further down-stream with the development of your people.

I look forward to having the opportunity to speak with you,

*Kevin Lawrence*  
Managing Founder

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