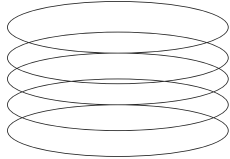
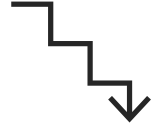




# The



# Hornbee Story



*"If you can find a job you love, with work that energises you and makes you happy, then every paycheque will be a bonus and success will naturally follow."*

I had never dreamt that starting businesses would become a passion of mine. As a typical Gen- X, I had been prepped and groomed to find a “secure” corporate job with progression and stability.

This may have been the way had it not been for the changing and volatile context of the world in which we work.

Bring on Porter’s 5 forces and my Big Bang resulted in me putting pen to paper and mapping out my first business.

One thing I knew for sure, I have a passion for education, learning, development and leadership empowerment. I had a love for bees and being married.

## ***Bees?***

Bees are one of nature’s formidable insects. They are also vital to sustainability. Bees live and form sustainable networks and hives represent the perfect geometric system. Bees are found on every continent on earth except Antarctica. Bees form communities or hives which represent the perfect collaborative network.

My fascination with bees, my growing love for other economies and most especially collaborative economies and systems sparked the birth of **Hornbee**.

Horn is my married name – one of my deepest passions is being married. Working as partner in marriage is vitally important. Linking this passion to my love for bees...well then rest is history.

Hornbee is my third company and academy of learning and development.

Founded on the philosophy of bees, Hornbee utilizes collaborative networks to co-create Learning and Development systems.

I assist Small, Medium and Large businesses in all sectors and within all industries, across Africa and globally to either start systems or learning or to re-engineer and develop new systems of learning which includes:

**Infrastructure design and development:** Learning and Development policies and procedures aligned and founded on the organisation strategy and structure

**Instructional Design and Development:**

The curriculum, competency framework and content for learning and development in either conventional means or digital

**Technology and system design and**

**integration:** Being the conduit between the Technology developers and the Management team to design fit for purpose digital solutions. Either from scratch or integrated with ready to use digital platforms.

**Content development:** Writing material

for Learning delivery – ensuring that content focuses on the outcomes and competencies necessary for a task, job or even for continuous improvement.

**ETD practices and consulting:** I

facilitate, assess, moderate and quality assure learning delivery for a range

of qualifications and skills programs. I consult in the ETD implementation and management to ensure that best practice is maintained, and I coach and mentor ETD practitioners.

In each of my delivery points I apply the ***Hornbee Learning Value Chain®***