



TRIPLE L ACADEMY

life long learning

COMPANY PROFILE

UNCONVENTIONAL THINKING

Extraordinary Solutions

Professor Merlyn Mehl founded the company to challenge perceptions of human ability. The development of the potential of every individual remains at the core of what we do, and how we do it.

Professor Mehl was one of the acknowledged world leaders in the field of cognitive development, and everything we do at Triple L Academy pays tribute to his ground-breaking work in this field and is a tribute to a genius who was taken from us much too soon.

Today, the Triple L Academy continues the ground-breaking work in delivering quality programmes on the NQF, exciting Cognitive Development Programmes in the field of thinking skills, and Short Courses to help your business soar.

We would welcome the chance to be of service to you.





“You cannot solve a problem with the same thinking that created it”



*“Attempt the absurd
Achieve the impossible”*



“Life long learning is the right of every citizen”



-Professor Merlyn Mehl

Thinking About Critical and Creative Thinking

Cognitive development for our time

Research indicates that your IQ is NOT determined at birth. The ability to think and reason is an ability that can be taught! Even if you do not view yourself as a creative person, you can develop your cognitive functioning for creativity thus reversing years of damage to creativity caused by our education system!

Greater creative abilities can be developed by all, and that is what TACCT sets out to do!

Up to age 4 years old, 100% of children tested operated at genius level. By age 20 just on 10% of those tested operated at this level, while beyond 20 years of age less than 2% of those tested operate at genius level.

*What happened to most of us?
We are schooled out of the original creativity we had.
We reproduce thinking patterns that have been passed down over many centuries. We essentially become individuals who reproduce and download from the past, not create afresh.*

-Research study at Harvard University

“The world we have created is a product of our thinking. We cannot change it without changing our thinking”

-Albert Einstein



The Creative Genius in YOU

Few of us likely think of ourselves as creative thinkers. Recent research acknowledges that creative geniuses like Leonardo Da Vinci, Thomas Edison, Albert Einstein, for example – managed the flights of creative imagination that have led to so many breakthroughs in human development.

One thing stands out:

What distinguished them is that they knew “HOW” to think instead of “WHAT” to think.

Those thinking strategies are available to all of us. The TACCT program will help you develop many of these to apply in all areas of your life.

HOW TACCT WORKS

PROGRAMME MODULES

- Your amazing thinking abilities and enhancing your memory;
- Thinking about a system – the WHOLE and not simply the PARTS;
- Looking at how you ENCODE information and how that can mislead the way you think;
- What are those critical thinking faculties we all need in life and how can you improve on what you have;
- How do you put all this together to unlock your creativity.

BENEFITS

The world values critical and creative thinkers, the economy demands it, the mountainous problems we face in society cry out for different, novel solutions. Thinking critically and creatively must become a part of what we do naturally. The TACCT program aims to bring this about.

DELIVERY

TACCT is delivered by way of three intensive 2-day contact sessions. During each two day session we spend time on elaborating the context of each participant and establishing a list of problems that each individual confronts. In this way participants get to apply principles in real-life situations and simultaneously to work with a group in collective creative development.

FOR YOUR COMPANY:

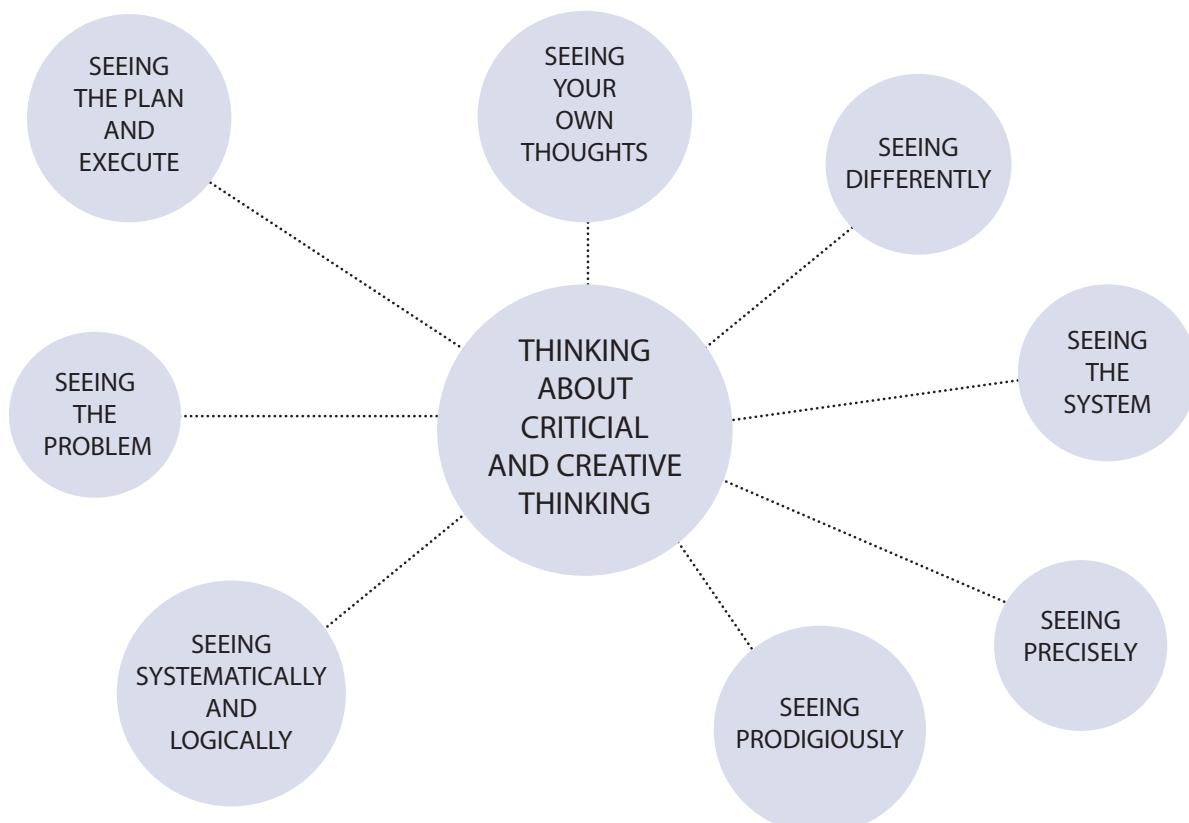
We run a half-day seminar to introduce the programme. After this introduction, your company decides how the programme will be integrated into the workplace and how it needs to be customised to the needs of your organization

FOR INDIVIDUALS:

If you are wondering whether this programme is for you why not call us and make an appointment with any of our trained consultants who will be happy to demonstrate the features of the programme. You can then enrol on a convenient scheduled program. .

“We think of a creative genius as a mysterious person who spontaneously creates ideas out of the blue. This is not so. This is not how a creative genius gets ideas. He or she gets ideas by working hard and incorporating deliberate thinking practices.”

(Michalko)



ABET: Understanding Business

The Certificate in Business Practice

GETTING EMPLOYEES THINKING ABOUT BUSINESS

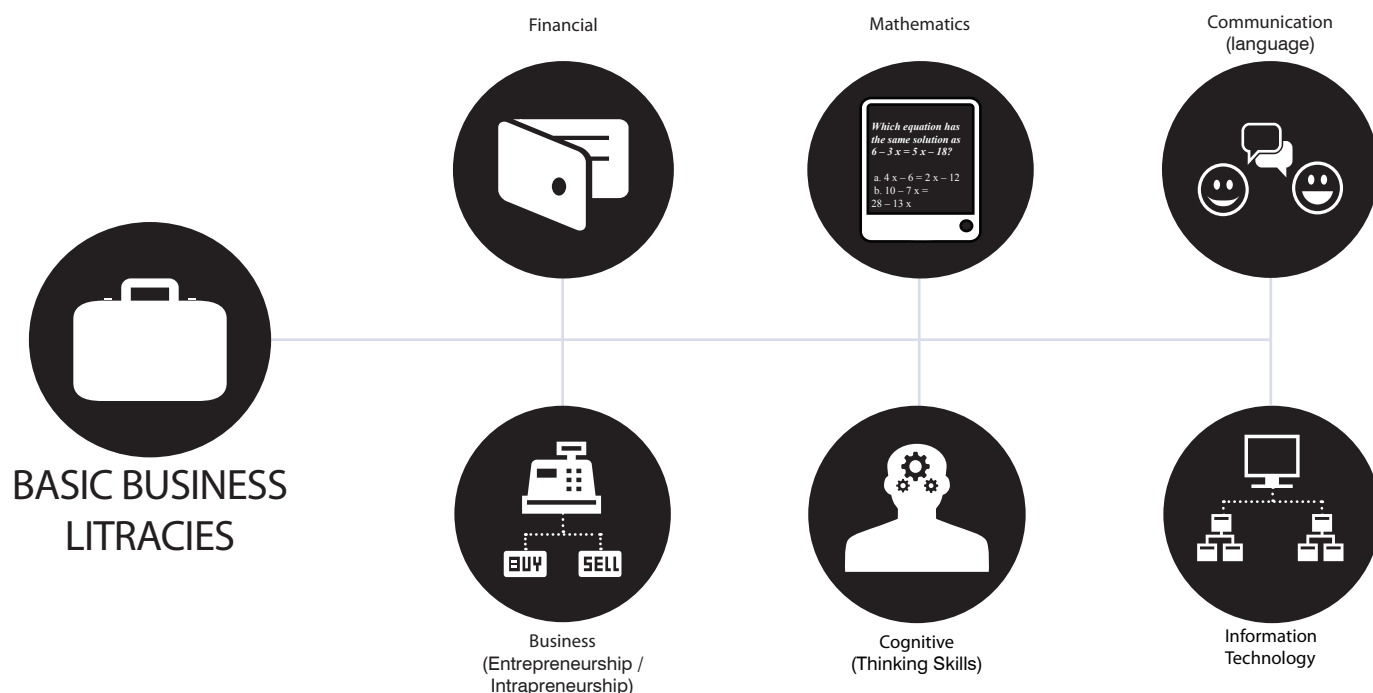
Imagine if everyone in your company understood the basic challenges of business and entrepreneurship. Think about how different business communication and negotiations could be if all employees were conversant with the basic literacy requirements of operating in a business environment. It was precisely these challenges that inspired us at Triple L Academy, in partnership with the Services Seta to develop the Certificate in Business Practice.

TARGETED AT PRE-SUPERVISORY STAFF

Universal principles for all lower level staff

This qualification is designed as a start to a pathway of life-long learning. Hence it entrenches the basic business literacies.

These literacies are interwoven and amplified throughout the 10-12 months of the programme. It thus serves as an ideal springboard for those who wish to improve their qualifications and promotion prospects later, as well as those who wish to have a solid foundation for improving their ability to understand business practice.





**VALUABLE
FOR ALL
SECTORS**

Vital Business Training for all Economic Sectors

The Certificate in Business Practice has been developed to be relevant in any industry since an understanding of financial literacy, entrepreneurship and thinking skills are transportable across all industries.

The experience that Triple L Academy has gained in engaging learners across industries will assist your business to ensure that your workers gain the maximum benefit from the training and your business is armed with that vital resource a worker with the ability to think and understand the challenges of business.

Thousands trained to have a better understanding of business

This approach to ABET at the higher levels (once learners have the basic ability to read and write) has now been piloted and adopted by several SETAs. Triple L Academy has implemented training in this qualification on behalf of Services Seta, merSETA, CHIETA and W&RSETA.

LARGE-SCALE ADOPTION AS A BUSINESS ABET STANDARD

This cross-cutting support of a novel approach to adult education and training for business has led to Triple L Academy providing nationally recognised qualifications to in excess of 4,000 learners country-wide. The largest single implementation was at BMW South Africa where 1,130 learners underwent this training with unprecedented retention rates over the 18 months of implementation. In excess of 90% of the workers at BMW South Africa voluntarily completed all the requirements of the qualification and were certified.

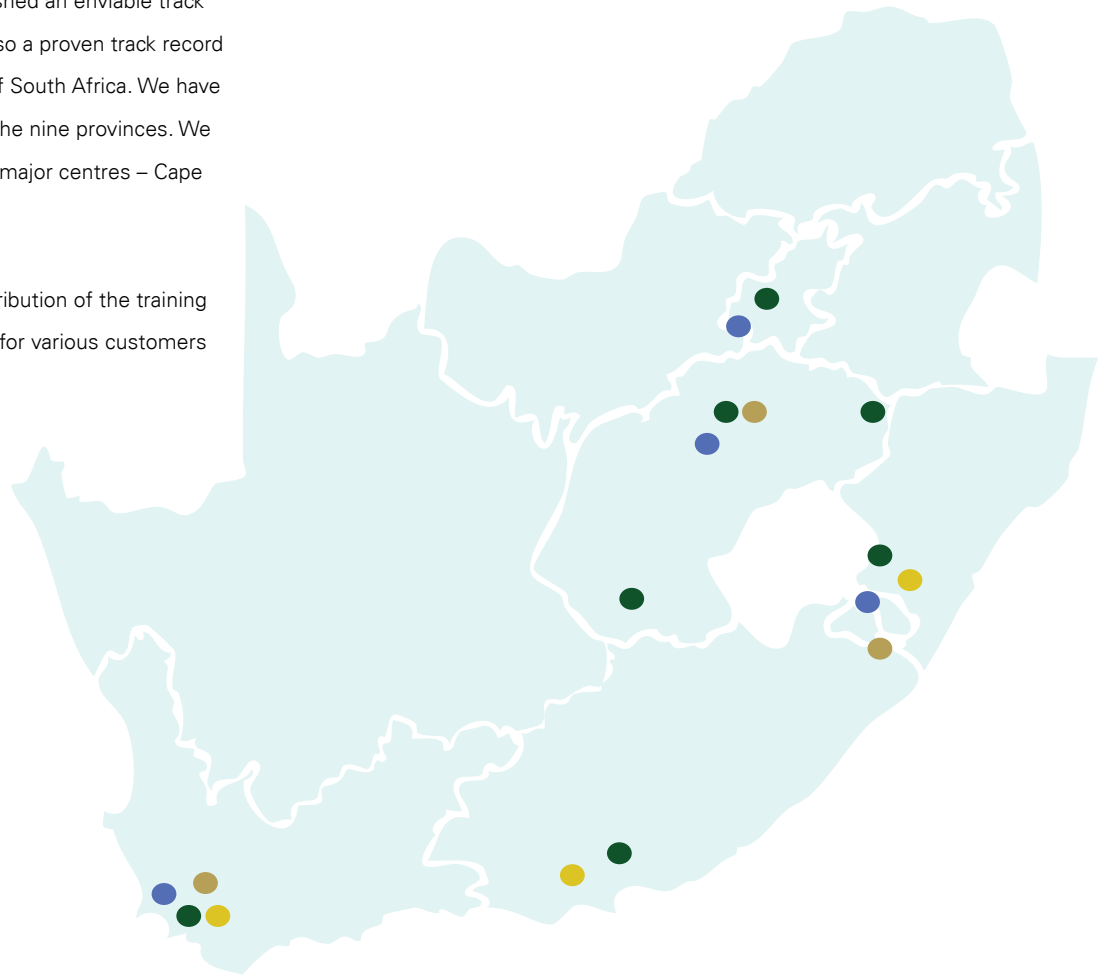



National Footprint

We are active across South Africa. We can come to YOU.


Triple L Academy has not only established an enviable track record for innovation in training, but also a proven track record in delivering training in every corner of South Africa. We have implemented learnerships in each of the nine provinces. We have three offices, one in each of the major centres – Cape Town, Johannesburg and Durban.

The map shows the geographical distribution of the training that we have successfully completed for various customers across the country.






BMW Rosslyn, Emerson Network Power, Jurgens, McCarthy, Mitek, RoborTube, Training Unemployed in townships of: Bothas Hills, Ladysmith, Pinetown, Heideveld, Langa Group 1 & 2, Phillipi Group 1 & 2,



Broll, Kelly/Sun City, Party Design, Prestige (City Deep, Health, Midrand, Sun City, Vodacom, Point, Westville), Supercare, CTP, Denny Mushrooms, Hilton College, Nulaid, Focal Change, COG Cape Oil
Training Unemployed in townships of: Wild Coast,



Edcon, R. Adamie & Son Adams Powersave, Shoprite, Woolworths, Waltons, BMG, Builders Warehouse, Checkout, Iliad Africa, Makro, Pep, Rietpan Hardware, Pepstores, Builders Market, Brights Hardware, Buco, Campwell,



Training Unemployed in townships of: Ebenezer Group 1,2,3, Marina Group, Nyaka 1,2,3, Heideveld Group, Imizamob Yethu, Retreat Unemployed Group, St Peters Group, St Simons Group

Business Benefits

Tax considerations of learnerships

In 2011, the Minister of Finance extended and simplified the tax benefit to employers engaging in learnership implementations. These simplified regulations are discussed in section 12H of the Tax Act with accompanying explanatory notes. The certificate in Business Practice fully complies with all the requirements to claim rebate. This information is available at www.sars.gov.za.

For able-bodied employees, a learnership tax allowance of R60,000 is made available. In addition, all costs related to the training are also tax deductible.

The tax rebate is claimed in two tranches:

1. When signing and registering the learnership agreement;
2. When the learnership has been successfully completed.

An important simplification to the tax allowance relates to the situation where a learner, for any reason, fails to complete the learnership. The employer no longer has to return the tax rebate. SARS recognises the claim for the rebate as compensation for costs incurred up until the employee drops out of the programme.

The rebate is claimed by completing the IT180 form (PDA will provide assistance where needed), and submitting this with the company tax returns.

A
guaranteed
21.3%
return on
investment!



This is an example to illustrate the government tax incentive for engaging in learnerships. The intent of this incentive is to remove financial constraints on companies who wish to empower and train their employees with recognised national qualifications.

PARAMETERS

1. Company XYZ (Pty) Ltd Net Profit before tax: R100,000
2. The cost of a single learner on a learnership is: R18,000
3. The corporate tax rate is calculated at: 28%

COMPANY XYZ (PTY) LTD

NO TRAINING	DESCRIPTION	LEARNERSHIP FUNDED
R0.00	Profit before tax	R100,000.00
R100,000.00	Less cost of learnership	R18,000.00
R0.00	Net profit before tax	R82,000.00
R100,000.00	Less concessions	R60,000.00
R28,000.00	Taxable profit	R22,000.00
R72,000.00	Company Tax	R6,160.00
R0.00	Net profit after tax	R75,840.00
	Additional after tax profit	R3,840.00

SUMMARY

Thus, with an investment of R18,000 in the training of an employee, a return of R3,840 is made as an additional profit after tax over a 12 month period. This represents a massive 21.3% return on the investment guaranteed!

Short Courses

Cost-effective Business Solutions

Triple L Academy has teamed up with a leading international developer of soft skills training to offer ground-breaking business training.

Soft Skills Training Programs

Our corporate soft skills training programmes focus on behavioural competencies that improve interpersonal skills, or “people skills” that build relationships of trust, empathy, and productive interactions, such as anger management, conflict resolution, negotiation and communication skills, team building, personal productivity, strategic thinking and more creative problem solving strategies.

Soft Skills For Success

Soft skills may in fact be more important for career development and organizational success over the long term than many specific occupational skills. One example that has been recently very popular is the concepts around civility in the workplace.

Each of these training courses have been crafted so that we can deliver the perfect workshop each and every time. Courses include training manuals, PowerPoint slides, icebreakers, exercise files, and other workshop activities, pre-assignments, post-assignments / assessments, quick reference sheets and even online training versions!

Logistics

We offer the training at the top conference facilities in the following cities and towns:

- Cape Town
- Johannesburg
- Durban
- Nelspruit
- Port Elizabeth

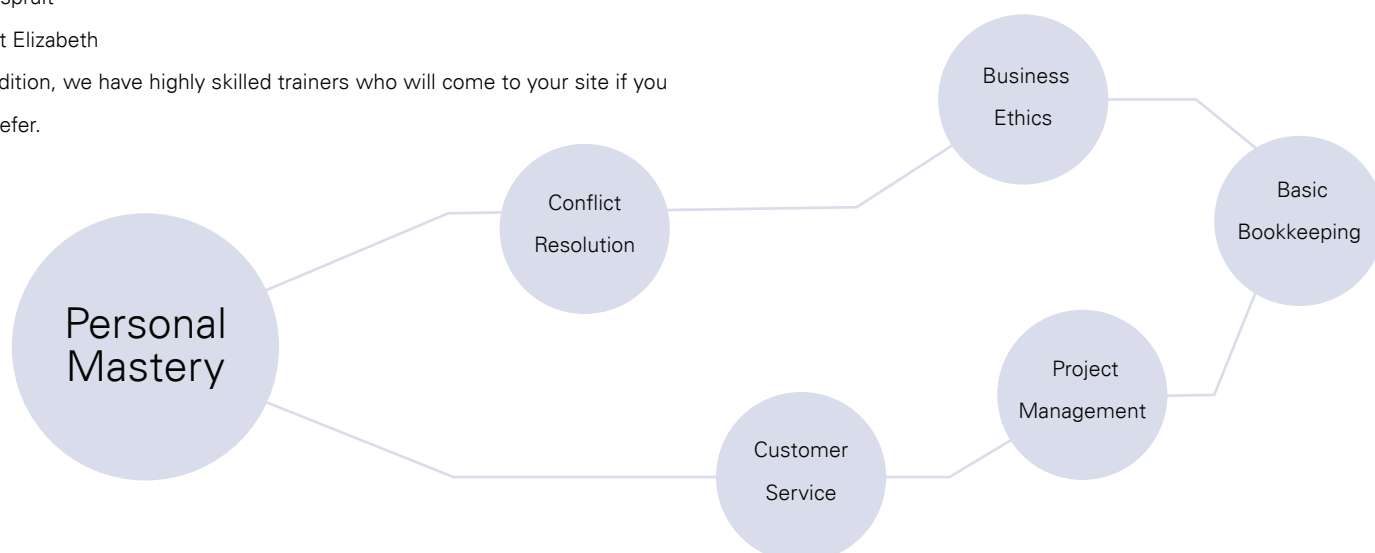
In addition, we have highly skilled trainers who will come to your site if you so prefer.

Course Structure

Most courses are structured to run over two days.

However, most of them will require participants to do some pre-reading / pre-assignments.

Please visit our website at www.3la.co.za to book a course – or to get more information.



BUSINESS SHORT COURSES

Management Support

- Administrative Support
- Business Succession Planning
- Change Management
- Coaching And Mentoring
- Delivering Constructive Criticism
- Employee Motivation
- Generation Gaps
- Human Resource Management
- Knowledge Management
- Leadership And Influence
- Lean Process And Six Sigma
- Manager Management
- Managing Workplace Anxiety
- Media And Public Relations
- Meeting Management
- Middle Manager
- Negotiation Skills
- Office Politics for Managers
- Organizational Skills
- Performance Management
- Personal Productivity
- Presentation Skills
- Proposal Writing
- Talent Management
- Virtual Team Building and Management
- Work-Life Balance
- Workplace Diversity
- Workplace Harassment

Finance

- Basic Bookkeeping
- Budgets And Financial Reports

Sales

- Overcoming Sales Objections
- Sales Fundamentals
- Stress Management

Personal Mastery

- Anger Management
- Assertiveness And Self-Confidence
- Attention Management
- Business Ethics
- Business Etiquette
- Civility In The Workplace
- Critical Thinking
- Emotional Intelligence
- Job Search Skills
- Project Management
- Public Speaking

Business Support

- Body Language Basics
- Business Writing
- Call Center Training
- Customer Service
- Facilitation Skills
- Safety In The Workplace
- Supply Chain Management
- Teamwork And Team Building
- Time Management
- Employee Onboarding
- Employee Recruitment

Professional Development

- Appreciative Inquiry
- Communication Strategies
- Conflict Resolution
- Creative Problem Solving
- Interpersonal Skills
- Measuring Results From Training
- Social Media in the Workplace
- Supervising Others
- Train-The-Trainer
- Workplace Violence

Recommended Retail Pricing is R1500 (ex Vat) per delegate per day. Most courses are 2 days in duration, and require a minimum of 5 delegates. Group Discounts are available on request. Contact us if you require these courses to be offered onsite at your offices.

SETA ACCREDITED COURSES

SETA	PROGRAMME TITLE
ETDP SETA	Assessor
ETDP SETA	Moderator
ETDP SETA	Assist and Support
ETDP SETA	Design and Develop
ETDP SETA	SDF
ETDP SETA	Train-the-Trainer
Services SETA	FETC: Marketing Management NQF4
Services SETA	FETC: Project Management NQF4
Services SETA	GETC: Business Practice NQF1
Services SETA	NC: Labour Relations Practice NQF5
W&RSETA	GETC: ABET Certificate in Wholesale and Retail
W&RSETA	NC: Wholesale and Retail Operations NQF2
W&RSETA	NC: Wholesale and Retail Distribution NQF2
W&RSETA	NC: Wholesale and Retail Operations NQF3

Triple L Academy Pty Ltd	P.O. Box 278 Century City 7446
Suite WBO6A, West Block	CPT Office Tel: 021 685 0920/21
Tannery Park	Fax: 021 686 6520
23 Belmont Road	JHB Office: 011 884 2799
Rondebosch	Durban Office: 031 262 9146
7700	REG NO. 97/020806/07
www.3la.co.za	VAT NO. 4830173086

