



Birthday edition

[Free To Grow](#) is celebrating a phenomenal **28 years of igniting purpose and potential for growth**. Our journey has taken us from humble beginnings on the farms in the rural Western Cape to 35 countries, where we have had the privilege of touching the lives of over 108 000 people in more than 1 400 organisations.

In this short clip, **Alinda Nortje**, the founder and CEO, shares a little more about the magic that is uniquely Free To Grow's.



Celebrating with our Clients

An enormous thank you to our clients - many of whom have supported us for over 25 years. Your messages have touched our hearts deeply. We wanted to share just a few of these with you.

- **Arnold Botha, MD Pragma Academy** - *"You have definitely made a difference during these 28 years and left your fingerprints on many people's lives, including mine and the*

Pragma Academy's facilitators! May you keep doing that for many years to come!"

- **Malcolm Green, Entrepreneur and ex client at multiple organisations** - *"Free To Grow epitomises the 3 H's. Hard work, Humanity and the purpose of Helping others."*
- **Malebo Mpepele, Group Training and Development Manager Peermont** - *"Not just 28 years of Free To Grow, but 28 years of changing lives."*
- **Tinus Coetzee, Talent Partner Ampath Laboratories** - *"What an achievement! And may this be only the start! I know many more lives and organisations will be changed for the better through your work."*

Taking our contribution to you into the next chapter



Our focus is firmly on **growing** - growing ourselves, and our contribution to our clients - through shaping and sustaining a culture of wellbeing, growth and engagement.

Internally, we offer a space in which our team can live their purpose in a way that is aligned to their values and fully utilises their capacity and potential. We strive to create an environment where they experience belonging, personal and professional growth and have the opportunity to help shape the organisation, contributing to its success and growth.



[Watch this short clip](#) in which a few of our facilitators share why they are so passionate about facilitating [Free To Grow programmes](#).

Constant innovation ensures our offerings are agile, highly impactful and relevant. Our latest offerings work hand in hand to shape and sustain a culture of wellbeing, growth and engagement:

1. LEADConnect: a powerful new learning journey that equips leaders through 10 x 90 mins sessions to master the 6 C's most critical to leading effectively in the remote / hybrid work environment. [Click here](#) to watch Jo Thomson's powerful overview of the 6C's at a recent HR Works event and [here to download the LEADConnect e-profile](#).



2. Staying Strong: An employee wellbeing programme that builds emotional fitness, positively impacting employees lives and work. [Click here for more on this programme and DIY Toolkit.](#)

3. WorkQ®: Creates employee buy-in at the lower levels of the organisation through an understanding of the 4 P's: the **P**urpose of the organisation, a clear and compelling **P**icture of the current challenges and opportunities, the **P**lan to ensure success and the **P**art each employee plays. This programme ensures employee commitment and full contribution while making work meaningful for them. [Click here](#) for more on **WorkQ®** and its impact.



Useful Resources

[An insightful article from Gallup on what leaders should focus on in 2022](#)

[The Wellbeing-Engagement Paradox](#)

[The business case for engagement](#)



Our work has made an enormous contribution to the lives of thousands of individuals, organisations and communities. Jonathan Mills, an associate and facilitator, recently published a tribute to Alinda and her ongoing contribution entitled "[Recognise people when they are alive.](#)"

Free To Grow is also a vehicle of hope in marginalised communities, giving back by strengthening the psychological and social capital and developing skills to improve the quality of life in these communities. [Read more](#) here.

Contact Alinda Nortje, founder and Executive Chair on +27 82 852 6323 or alinda@ftgsa.co.za or Kim van Schoor on +27 84 442 5619 or kim@ftgsa.co.za to explore how Free To Grow's offerings can ignite purpose, passion and potential for growth in your organisation.

Like and follow our social pages for news, insights, thought-provoking content and more.

