



**LANCE BLOCH & ASSOCIATES**  
BUILDING HIGH PERFORMANCE WORKPLACE COMMUNITIES

# TRANSFORMING WORKPLACE CULTURE *for Zero Harm and High Performance*

*The Safety Culture Transformation behind South Africa's  
greatest Zero Harm success.*

**13.4 MILLION  
FATALITY-FREE SHIFTS**

**Setting a World Record in Deep-  
Level Gold Mining**

*International record-breaking  
achievement in deep-level gold mining.*

*Delivered through Zinakelkele's Safety  
Culture Transformation Process (SCTP)  
for Sibanye Stillwater Gold (2018–2020)*



**LANCE BLOCH & ASSOCIATES** | B-BBEE & LEVEL 2  
BUILDING HIGH PERFORMANCE WORKPLACE COMMUNITIES | 52% BLACK-OWNED  
30 YEARS OF PROVEN IMPACT



# LEADERS IN CULTURE-BASED SAFETY AND HUMAN TRANSFORMATION

BECAUSE EVERY LIFE, EVERY VOICE,  
AND EVERY SHIFT MATTERS

## About Zinakelkele Consulting

*Zinakelkele Consulting (Pty) Ltd, trading as Lance Bloch & Associates, is a South African consultancy that has been transforming workplaces for over 30 years.*

Founded in 1994 by Clinical Psychologist Lance Bloch, the company specialises in transforming Safety Culture, Leadership Excellence, and Building Workplace Community.

## At a glance

- *Founded 1994 | Over 30 Years Experience*
- *52% Black-Owned | B-BBEE Level 2*
- *Core Focus: Safety Culture Transformation*
- *25 Facilitators Nationwide | Multi-Language Delivery*

Zinakelkele works where stakes are highest: in mines, factories, construction and other industries where lives depend on teamwork, trust and safety.

Our experiential, human-centred processes unite people across all levels, from shop-floor to executive, to deliver lasting culture and behavioural change, and measurable results.

*Highly satisfied clients include Sibanye Stillwater, Seriti Resources, Harmony Gold, Royal Bafokeng Platinum, and BHP Billiton*



*“Employees sing and dance with the company’s name on their lips, not in protest, but in pride.”*  
**Workshop Participant,**  
**AngloPlatinum**

*With three decades of field experience, Bloch’s life work is devoted to proving that lasting safety and performance start with transformed people — and that when hearts and minds change, results follow.*





# FROM CONFLICT TO COMMITMENT, BUILDING A CULTURE OF SAFETY AND BELONGING

**Zinakelkele helps organisations move beyond compliance to true engagement.**

We rebuild trust between management, unions, supervisors and employees, turning division into cooperation and apathy into accountability.

Our interventions combine psychological insight, cultural intelligence, and experiential learning to create a workplace community where everyone feels responsible for one another's safety and success.

## Measurable Impact

- **13.4 million Fatality-Free Shifts** (from 20 Fatafs in 6 months to almost 2 years Fatality Free) at Sibanye Stillwater Gold (2018–2020), a world-record achievement in deep-level gold mining
- **59% Safety Culture score improvement at Seriti Khutala Colliery** (2023 Survey: 53 → 84 points)
- **26 months fatality-free** (from 7 fatafs in 14 months) at Royal Bafokeng Platinum (2015–2017)
- **2 million fatality-free shifts each** at Harmony Gold Phakisa, Tshepong North and Moab Khotsong (just missed 4 million), (2021–2023)
- **100% Excellent participant feedback ratings** for almost all teams taken through our SCTP



*“From enemies to partners, I can now put my faith in the managers in this room.”* **AngloPlatinum ‘Big 5’ Strike Committee Member**



TRUE SAFETY BEGINS WITH BELIEFS, NOT RULES.



# THE 4TH WAVE: CULTURE-BASED SAFETY



“Magic happens on this course, and unlike other trainings, it gets better and better as time goes on.”

**Natalie Stoltz, MD**  
Privest

## Core Elements

### Psychologically grounded

*Identifies and resolves the “baggage” blocking trust and engagement.*

### Experiential & participative

*Learning through music, story, participative exercises, movement and reflection.*

### African methodology

*Harnesses singing, dancing and storytelling to win and unite hearts and minds.*

### All levels included

*From mine workers and supervisors to executives and union leaders.*

### Sustainability

*Safety Lekgotla/ Ntjhafatso sessions and monthly follow-ups embed new behaviours long term.*

### Partner Programmes

*Zinakelkele has been instrumental in implementing Safety Culture Transformation Processes (SCTPs) with leading mining groups such as Seriti Resources, Sibanye Stillwater and Harmony Gold.*



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## PROVEN TRANSFORMATION ACROSS MINES AND INDUSTRIES



“You should take great pride, together we achieved the record of an unprecedented 13.4 million fatality-free shifts.”

**Ross Stewart, Safety Transformation Lead, Sibanye Stillwater Gold**



| Client                                                 | Scope                                                                      | Results                                                                                                                                                             |
|--------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Seriti Resources (2023–2025)                           | Safety Culture Transformation across Khutala, Kriel, NDC & NVC mines       | Khutala <b>Safety Culture score +59%</b> (53 → 84); <b>morale +64%</b> ; <b>relationships +38%</b> ; 100% Excellent feedback ratings for team members at all shafts |
| Harmony Gold (2021–Present)                            | “Thibakotsi Team Training” for ≈ 16 000 employees                          | <b>2 million fatality-free shifts</b> per operation; 2023 CEO’s Special Award for Best Mine                                                                         |
| Sibanye Gold (2018–2020), Sibanye Platinum (2020–2022) | SCTP for 23 000 employees at 15 shafts (Gold), 33,000 employees (Platinum) | 20 fatalities → <b>13.4 million fatal-free shifts</b> ; SAIMM Best Safety Company 2019                                                                              |
| RBPlat (2015–2017)                                     | Safety Culture Change for 6 500 employees                                  | 7 fatalities in 14 months → <b>0 in 26 months</b> ; 61% lost time injury reduction; <b>record production</b>                                                        |
| BHP Billiton Energy Coal Douglas/ Koornfontein         | Behavioural Safety workshops for 3 000 employees                           | <b>163 days without reportable injury</b> ; International H&S Award nomination                                                                                      |

### Other Highlights

- Delmas Coal: 20% below → **20% above target production.**
- Blyvooruitzicht Mine: Violence to **peace**; **R28.5 m financial turnaround.**
- Syngenta: **Top 10 in SA Best Companies to Work For.**



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# COMPREHENSIVE SERVICES FOR SUSTAINABLE CHANGE

## Safety & Behavioural Culture Change

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- *Safety Culture Transformation Programmes (SCTP)*
- *Safety Culture and Climate Surveys*
- *Safety Leadership Coaching & Facilitation*
- *Safety Lekgotla/ Umhlango Sustainability Sessions*
- *Improved Production through People*
- *Post-fatality / accident Trauma Counselling*

## Leadership & Transformation

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- *Building High-Performance Teams and Workplace Communities*
- *Servant Leadership*
- *Diversity Programmes*
- *Change Management & Transformation Consulting*
- *Strategic Vision & Values Alignment*

## Health & Wellness

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- *Programmes on HIV/AIDS, Trauma, Stress & Absenteeism*
- *Employee Well-being Initiatives*

## HR / IR & Organisational Development

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- *Management / Union Relationship-Building*
- *Conflict Resolution & Mediation*
- *Wage Negotiations & CCMA Preparation*

## Coaching & Keynotes

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- *Executive and Team Coaching*
- *Motivational and Safety Culture Keynotes*
- *Servant Leadership*



## OUR METHODOLOGY



# THE ZINAKELKELE WAY

**EVERY ZINAKELKELE SESSION IS AN EXPERIENCE THAT TOUCHES BOTH HEAD AND HEART.**

We combine psychology, culture and participation to achieve breakthroughs few trainings reach.

Our multi-language facilitators create safe, inclusive spaces for real dialogue and collective ownership of change.

## Process Model:

**Engage → Empty → Align → Commit → Sustain**

## Why it works

- *Connects emotionally and intellectually.*
- *Wins employee hearts and minds through integrating African traditions of song, story-telling and dance.*
- *Bridges management and labour through shared vision and values, and increased participation and accountability at all levels.*
- *Ensures follow-through via continuous improvement coaching and Safety Lekgotla/ Umhlangano sustainability processes.*



***“The relationship you’ve built between management and unions, after so many years of conflict, is nothing short of a miracle.”***

*Merci Wilson, HR Manager, Delmas Coal*



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OUR FOUNDER



# LANCE BLOCH FOUNDER & CEO

A LIFELONG COMMITMENT TO TRANSFORMING  
PEOPLE, CULTURE, AND SAFETY.

## Profile

*Clinical Psychologist Lance Bloch is an internationally recognised facilitator of organisational change and originator of the “4th Wave” approach to Culture-Based Safety.*

Bloch was named the 1996 Outstanding Young Person of the World by Junior Chamber International for his work reconciling warring armies during the SANDF integration.



Building on that legacy, he continues to pioneer practical systems for transforming safety culture.

He has led programmes for tens of thousands of employees across Africa, Europe and the USA and is a keynote speaker on Servant Leadership and Culture Transformation.



*“He focuses on what needs to be heard, not sugar-coated. What was achieved was considered impossible.”*  
**William Taylor, International Group Safety Head, Sibanye Stillwater**



*“Lance must be one of the leading facilitators of change around.”*  
**Colin Oxley, MD Lafarge Aluminates**

*With three decades of field experience, Bloch’s life work is devoted to proving that lasting safety and performance start with transformed people — and that when hearts change, results follow.*



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## RECOGNITION OF EXCELLENCE

*Through Zinakelkele's facilitation and partnership, our clients have achieved some of the most significant safety milestones and industry awards in South African mining.*

*These honours reflect the lasting impact of our Safety Culture Transformation Process and 4th Wave methodology.*

| Year    | Award / Recognition                                                       | Organisation / Context                                                |
|---------|---------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 1996    | Founder, Lance Bloch wins JCI Outstanding Young Person of the World Award | Global Award for Peace & Reconciliation                               |
| 2015–17 | Record Safety at RBPlat                                                   | 4 Million Fatality-Free Shifts                                        |
| 2018    | MineSafe Award                                                            | Most Improved Safety (Sibanye Gold shafts)                            |
| 2019    | SAIMM Award                                                               | Best Safety Company in Mining (Sibanye Gold)                          |
| 2023    | Harmony Gold CEO Awards                                                   | Best Underground LTIFR, Best Underground Production, Best Mine Awards |
| —       | BHP Billiton Nomination                                                   | International Health & Safety Award                                   |



*“What was achieved was considered impossible.”*  
**William Taylor, International Group Safety Head, Sibanye Stillwater**





## WHAT OUR CLIENTS SAY

*The greatest measure of our impact comes from the words of those we've worked with — from mine shafts to boardrooms, across unions, management, workers, and entire organisations.*

*This is the best team-building I've ever attended!"*

**Dawie de Villiers, Senior Manager Human Resources, Spoornet**

*"Important for any organisation, any group of people."*

**Vincent Mntambo, Former DG, Gauteng Government**

*"In the top five presentations we have ever had."*

**Young Presidents' Organisation (YPO)**

*"Lance Bloch must be one of the leading facilitators of change around."*

**Colin Oxley, Managing Director, Lafarge Aluminates**

*"From enemies to partners — I can now put my faith in the managers in this room."*

**AngloPlatinum 'Big 5' Strike Committee Member**

*"The best relationship-building with management I have ever been through."*

**NUM Regional Organiser, Rustenburg**

*"The Safety programme was very successful. I must give you accolades. This laid the foundation for a record number of classified injury-free days. The intervention was wonderful!" - Jamie Ferguson, ex-GM, Douglas/Koornfontein mine complex*

*"You helped us move from 20 fatalities in six months to the record of an unprecedented 13.4 million fatal-free shifts."*  
**Ross Stewart, Safety Transformation Lead, Sibanye Stillwater Gold**

*"Thank you for such a fantastic day — everyone was delighted and overwhelmed by your superb talk, presentation and exercises."*

**Ralph Lewis, Board Chairman, Greenleaf Centre for Servant Leadership UK**

*"The relationship you've built between management and unions, after so many years of conflict, is nothing short of a miracle."*

**Merci Wilson, HR Manager, Delmas Coal**

*"There were two people I wanted to meet in South Africa: you and Nelson Mandela!"*

**Tommy Nelson, Senior Leadership Consultant, Lifeplan Brazil**

*"I learnt more of real use about diversity in the past hour than I did in four days of management training."*

**Mark Cunney, GM, Shanduka Coal Graspan Colliery**

*"Brilliant! Unique! A real eye-opener. This will totally change my life both at work and home."*

**Workshop Participants, various sites**

*"Magic happens on this course — and unlike other trainings, it gets better and better as time goes on."*

**Natalie Stoltz, Managing Director, Privest**

*"What was achieved was considered impossible."*

**William Taylor, International Group Safety Head, Sibanye Stillwater, then SVP Mining, Sibanye Gold**



OUR B-BBEE COMMITMENT



# EMPOWERING THROUGH TRANSFORMATION

**Zinakele Consulting is a Level 2 B-BBEE Contributor,  
52% Black-Owned, and 100% South African.**

Our facilitator team represents the diversity of our nation and works in most South African languages to ensure every voice is heard.

We believe that real change must uplift people at every level: economically, psychologically and socially.

*By helping organisations build safe, high-performing and caring cultures, we contribute to a more empowered South Africa.*



Together with our partners, we continue to prove that **Zero Harm is possible, and sustainable.**



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# JOIN THE JOURNEY

*to Zero Harm and High Performance*

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