

Table Mountain has been solving problems like yours for 3.8 billion years.

We translate. This isn't a *hike*, and it isn't a *walk in the woods* - it's a different way for a leadership team to think.



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MINI CASE STUDY

The Capitec HR Leadership Team *Journey*

EARTHMARK'S FACILITATION PRACTICE AT FULL MULTI-DAY, SENIOR-TEAM SCALE

A newly formed HR leadership team arrived polite, cautious, and leaning on their leader for every decision. Over three nature-embedded days at Grootbos in the Overberg, forest therapy, hiking and a mountain summit did work a boardroom alone couldn't - moving the team from *forming* toward *real trust*.



DAY 1

Forest Therapy & Career Conversations

Immersive check-ins and career conversations move the team from polite distance to real connection.



DAY 2

Summit & Team Tree

Summitting 'The Ridge' and planting a team tree, the group names its trust gaps out loud - psychological safety, built in the open.



DAY 3

Empathy Interviews

Interviews with the team's own clients and colleagues turn ambition into a shared challenge statement - and a plan to act on it.

Their own words, written together on the final day: *"How might we inspire, lead and mobilise our HR team to deliver a world-beating employee experience - simple, empowering and full of care - so that all South Africans experience financial freedom and inclusion?"*



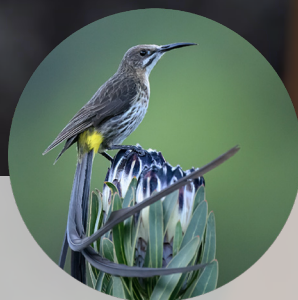


MINI CASE STUDY

The Woolworths Data and Analytics Team *Walkshop*

EXTENDING BEHAVIOUR EMBEDDING INTO NATURE

Having built a cast of characters to embody their team values, this team took the work one step further - into nature, walking Table Mountain with Earthmark in conversation with three of those characters, each paired with a natural relationship modelling the same behaviour in the wild.



PROXIMITY

Cape Sugarbird & Protea

The bird climbs fully into the flower rather than feeding at its edge, emerging dusted in pollen - proof of having gone deep enough to do the job required.



PSYCHOLOGICAL SAFETY

Rock hyrax colony

A sentinel's alarm call is trusted instantly and without question, and young hyraxes learn by trying and failing under that shared vigilance.



COMPASSION

Nurse elements

Rocks, shrubs and fallen logs shelter young seedlings not by fixing their conditions, but by changing them, for exactly as long as shelter is needed.



The walk moved the team beyond discussing their values, or even performing them, into watching those same behaviours already at work in a system far older than any workshop - turning abstract commitments into something lived, observed and immediately usable back in the room.

How a *walkshop* is built

Two threads - your challenge, and the mountain itself - come together in one route.

1

UNDERSTAND THE CHALLENGE

What's really at
stake for this team,
right now?

2

SCOUT THE TRAIL

Location, fitness,
season, weather and
safety - checked and
assessed.

3

CHOOSE THE ROUTE

Matched to your
people and your
challenge. Not
generic - intentional.

4

DESIGN THE ENCOUNTER

What we'll see, hear
and touch - plus a
little imagination
where needed.

5

WALK IT TOGETHER

Slow enough to
talk. Inviting broad
connection. Space
to share insights.

EXAMPLE: A team whose challenge is to think clearly and act well when pressure is on, resources are tight, and the conversation is hard. We ask - *what might adaptation and resilience on the slopes of Table Mountain teach a team like this?*

Not an ordinary *walkshop*.

Why take leadership *outside*?

A

AFFECT

A well-established mood and anxiety lift - useful groundwork, before a single hard conversation is even attempted.

B

BODY

Time outdoors reliably lowers stress markers and blood pressure - the physiology settles before the thinking even starts.

C

CLARITY

Attention, focus and creative problem-solving measurably improve after time away from screens and indoor space.

This isn't folklore - it's a well-established (and still growing) body of nature-therapy and environmental psychology research.

It's not just
where you
feel better.

*It's where
you think
differently.*

HIERARCHY LOOSENS ON A TRAIL

Walking side by side, instead of across a boardroom table, quietens rank - without anyone having to say so.

FRESH INPUT, FRESH THINKING

New sights and questions - a hyrax colony managing danger together, fynbos regrowing after fire - open old assumptions faster than another meeting can.

THE ROOM CHANGES THE CONVERSATION

Problems that feel fixed indoors often loosen when the team is moving, together, somewhere unfamiliar.

The most effective leadership exercise here wasn't designed by a facilitator.
It's already running, on the mountain outside your window.



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