



An Introduction to...

Diverse Conversations (Pty Ltd)

Where learning  leads to results





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Company Overview

ESTABLISHED

2005

SINCE

Our Journey

2005 - Diverse Conversations started its journey as a **skills development provider** in the health products industry by providing short courses and skills programs addressing the critical and scarce skills in the industry.

2012 - collaborated with another learning solution company to become known for its **leadership and management skills, emotional intelligence and other soft skills training**

2014 - Diverse Conversations obtained accreditation for learnerships and graduate development programs focusing on competencies needed to develop the talent pipeline in the health products industry.

2019 / 2020 - launched its first fully functional **self-paced online e-learning management system** enabling the company to offer a blended learning methodology.

2022 - **Level 1 BEE**: participating in the YES for youth program, Diverse Conversations became a level 1BBBEE company.

2023 - established an **Alumni community** where alumni collaborate and support each other towards meaningful employment.

2024 - a well-established team of health products industry experts ready to **build your talent pipeline** - creating sustainable business transformation.

2025 - **A B-BBEE level 1 and 51% black woman owned** accredited SDP (Skills Development Provider) - ready to support your Skills development, Supplier development and Enterprise Development needs.

Your BEE level 1 Seta Accredited partner to:

- Optimize the Skills Development pillar for your **B-BBEE Scorecard**
- **Cultivate Top Talent** on your behalf
- Implement **Audit Ready Learnerships** and Graduate Programs
- **Support your Skilled Mentors**



Our Vision & Values



Sustainability

We pride ourselves that our learning interventions create employment or employability.



Integrity & Trust

We believe in the speed of trust. This is trust developed from long term relationships with proven integrity.



Ethical Customer Centricity

Our learning solutions are accredited, outcomes-based, and tailor-made based on customer needs



Why Diverse Conversations?

Our Track Record

Accredited since 2014, Diverse Conversations has proudly produced business results for our clients.

75%

on average of **learners qualify from our qualifications** become successfully employed post-graduate development program.



Our Reputation

Track record and reputation for excellent learnership and graduate development program implementation - you can trust us with your people.

500+

learners successfully obtained nationally- recognised full qualification certificates.



Industry Expertise

Facilitators, assessors, and moderators transfer top-notch business expertise and experience to your employees and graduates.

95+

individual courses available on the on-line learning platform to elevate your career.



QCTO & SETA accreditations

Our various QCTO & SETA accreditations offer your business an easy audit ready program implementation.

8+

partners in top health industry, life sciences, MedTech and medical devices companies.

50+

successful quality assurance visits from SETAS and other quality assurance bodies.



Alumni Support

Our Alumni program supports and facilitates the absorption of graduates and learners.



Employee Development

We help you grow competent, engaged and promotable employees.



Tailor-made solutions

We design and implement tailor-made learning solutions based on your unique needs.



Blended Learning Methods

Our flexible blended learning methodology offers your people learning when and where it is needed.



Work Readiness & Emotional Intelligence (EQ)

Unique work readiness program prepares graduates for the world of work.



Expertise & Areas of Focus


Health Products Qualifications



HPSR
Health Product
Sales Representative
Full Qualification
NQF 5 (173 credits)



HPMA
Health Product
Marketing Associate
Part Qualification 1 (PQ1)
PQ1 - NQF 5. (92 credits)



HPIO
Health Product
Information Officer
Part Qualification 2 (PQ2)
PQ2 - NQF 5. (77 credits)




HPSA
Health Product
Sales Associate
Part Qualification 3 (PQ3)
PQ3 - NQF 5. (112 credits)

Business and Information Technology Qualifications



**Junior Manager (JM) /
Office Supervisor (OS)**
Full Qualification
NQF 5 (240 credits)



Data Sciences Practitioner
Full Qualifications
NQF 5 (185 credits)



Internet of Things
Full Qualification
NQF 4 (141 credits)

Primary Health Care Qualifications



**Health Promotions Officer (HPO) /
Community Health Worker**
Full Qualification
NQF 3 (163 credits)

Tailor-made Training

Tailor-made learning interventions based on your team's and company's unique learning and development needs.

Blended Learning Methodology



Interactive Online Learning

- Video Presentations
- Animated Patient Cases
- Mentor Interviews
- Quizzes
- Self-paced learning



Virtual Classrooms

- Subject Matter Expert Facilitators
- Digital Interactive Facilitation
- Practical Examples



Face-to-face classrooms

- Practical Activities
- Live Assessments
- Portfolio Coaching
- Assessment Feedback

Our approach is to **collaborate and consult** with you to create learning and development programmes that are **as unique as your business needs**.

We apply a **flexible, hybrid learning methodology** which optimizes our interactive e-learning platform, virtual classrooms and face to face training if permitted.



Upskill Employees

Courses for Any Industry

- Work Readiness and EQ
- Emotional Intelligence & Personal Mastery
- Teamwork & Interactive Skills
- Versatility & Personality Styles
- Time Management
- Stress Management
- Negotiation Skills

Courses for the Health Industry

- Clinical Research Studies and Evidence-based Medicine
- Pharmacology
- Pharmacovigilance
- Regulatory Pharmacist
- Disease Training (Anatomy, Physiology & Pathophysiology of the 11 body system)
- Oncology Training
- Pain and Pain Management

Business Services



Recruitment Solutions

Database of candidates and Diverse Conversations Alumni

Our Recruitment Solutions give business' access to a rich database of potential learnership candidates and Diverse Conversations Alumni Graduates from our Accredited Qualifications.



Workplace Approval

Essential for offering accredited learnerships

Let us guide and assist you to get your business workplace approved. Workplace approval is a requirement from QCTO (Quality Council for Trades and Occupations) to implement accredited learnership qualifications.



Our Current Accreditations



In the Pipeline

Investing in the health products regulatory environment:

We participated in the design and development of the Health Products regulatory assistant curriculum for QCTO.

With their experience in regulatory pharmacy and their experience in the role of responsible pharmacist the team is ready to serve the industry in need for regulatory skills.



Primary Health Care

Qualifications

Community Health Workers and Home Based Carers

- Home Based Carer (FQ)
- Care Assistant (PQ1)



Regulatory Affairs

Qualifications

Regulatory Affairs, Vigilance and Compliance

- Health Product Regulatory Assistant (FQ)
- Health Product Vigilance Officer (PQ1)
- Health Product Code Compliance (PQ2)



Impact & Results

What our clients have to say:

'Since 2014 Sandoz has partnered with this team of professionals to successfully implement the accredited Medical Sales Representative Learnership. Their current blended learning methodology includes an excellent interactive online learning experience which results in the hassle-free implementation of the Learnership and development of our selected graduates.'

Doreen Nixon
Head People and Organization
Sandoz SA.

'The custom-made Professional sales representative training provided by Diverse Conversations was excellent! The way in which they co-create solutions with us assisted me in my role with 'hassle free' program implementation.'

Kim Barathlall
Senior Learning and Development Specialist
MSD.

"Acino Healthcare is very proud to be affiliated with Diverse Conversations. I wish you much success and may your business grow from strength to strength!"

Sherusha Naidoo
HR Director
Acino

'The Diverse Conversations Qualifications integrate well with our business model and the quality of the training is excellent. This makes for easy implementation with brilliant outcomes'.

Nomfundo Mbatha
HR Manager
Servier



Impact & Results

A selection of our success stories



SUCCESS STORIES

It all started with a learnership – Lebo Leseillane

Lebo Leseillane born and raised in Limpopo, sees herself as a spiritual person who values family and religion. Lebo moved to Gauteng to further her studies in Life and Environmental Sciences at the University of Johannesburg after completing her matric.



SUCCESS STORIES

Nicola Maboko – Perseverance in the pursuit of progress

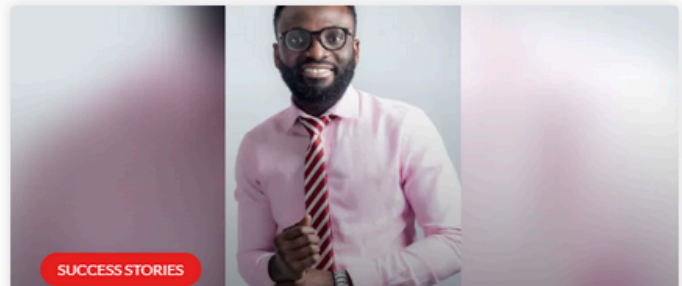
Nicola Maboko is a 30 years old Medical Sales Rep, born and bred in Kempton Park, Johannesburg. She describes herself as motivated and ambitious, and is someone who is very passionate about people. She is a firm believer that when one door closes another door opens, and understands the importance of being self-aware about her strengths and what her passions are to better apply herself.



SUCCESS STORIES

Learnerships significantly contribute to sustainable business and personal transformation!

It can indeed be a challenge to implement learnerships in such a way that the learnerships create sustainable business and personal transformation. Once the learnership is complete learners should ideally not only be employed and increase company absorption rate they also need to become so good at what they do that your company cannot go without these young entrepreneurs.



SUCCESS STORIES

Learnership success story Kofi Boafah

Having been an academic in the field of Science, Kofi found starting his first corporate job rather daunting. However, he soon learnt that a great way of getting into corporate life was through a learnership program.



[LEARN MORE](#)



Investing in the future

Alumni by Diverse Conversations (NPC)

We pride ourselves that our graduates are employed post learnerships and graduate development programs. If not employed immediately post learnership these talented young people are certainly employable in key positions in your company.

In the event of a graduate not being absorbed by the workplace company where they completed their qualification they join the Diverse Conversations on-line Alumni community where they collaborate and support each other to become stronger together.

Work Readiness

To transition from young graduate to meaningful contributor can be challenging. The Diverse Conversations Work Readiness program assists young graduates to do a work readiness inventory and evaluate their own readiness for the world of work.

This program prepares and enables graduates to become resilient, be proactive thinkers who motivates themselves towards success and accepts full responsibility for their actions. They learn how to deal with money effectively and contribute towards the success of a corporation. A must do for every young person entering the world of work.



Meet the executive team



Reinet van Graan Oerlemans

As the CEO and founder of Diverse Conversations, established in 2005, Reinet has dedicated her career to talent development and creating job opportunities for young graduates. Her extensive experience and vast industry network enable her to provide strategic leadership, ensuring the company remains at the forefront of learning innovation.



Kirsten Redman-Vira

As Operations Director, PhD graduate in Anatomy and Physiology and life sciences company experience, Kirsten transfers her expertise to employees and graduates as she champions and coordinates most of the current Diverse Conversations programs.

Our team of Experts & Registered Facilitators and Assessors

- **Audrey Nkuna** is a Lead Facilitator at Diverse Conversations with expertise in strategic program oversight and inclusive facilitation, backed by qualifications in Economics, Education, and Health Product Sales Representation.
- **Tyra Redman** With her architectural degree, Tyra, our Solutions Manager, brings a unique perspective to learning and development. She has been leading the development of our company website and Learning Management System (LMS). Tyra is now set to facilitate the Internet of Things (IoT) qualification, transferring her extensive expertise to young graduates and preparing them for the demands of the modern workplace.
- **Mena Manzambi** is a young and vibrant force within our team, is set to lead the implementation of our new Data Science qualification. She brings a sharp intellect and a remarkable affinity for figures to her role. Her energy and quick thinking are a tremendous asset, ensuring our programs are not only academically rigorous but also dynamic and relevant to the fast-paced world of data.
- **Ane' Carelson** has a special ability to collaborate and motivate teams which leads to rapid and effective learning results.
- **Lize Cronje'** has over a decade of experience in learning and development at major health products corporations, Lize brings a wealth of expertise to our team. Holding a nursing degree, she combines her medical knowledge with a dedication to interactive learning. Lize excels at developing robust learning interventions and meticulously assessing learner evidence, providing feedback that not only evaluates but genuinely enhances the learning experience. Her thorough approach ensures our programs are both comprehensive and deeply impactful.

Collaborate with us



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www.diverseconversations.co.za



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