



BE A PART OF
SOMETHING GREAT!

WELCOME TO
DECISION INC.



WE'RE BETTER TOGETHER

At Decision Inc. we continue to build a team where amazing people can do their best work and achieve something significant in the world.

If you're ready to make a big impact, grow your career and help organisations grow, look no further.



WELCOME FROM OUR CEO

At Decision Inc., we have big ambitions for ourselves and our collective future, and we look for people who share those same aspirations.

Our energy, collaboration and entrepreneurial spirit are a big part of what makes Decision Inc. successful and a great place to build a career.

It's a culture that looks to people that take our values seriously and are excited to invest in their career and scale their learning potential and opportunity. Our diverse clients and people provide fantastic experiences to share and make an impact on the market and also be part of teams that are solving big problems in important companies.

It really is a wonderful group of people to be around and I'm looking forward to what the future holds.

Nick Bell, Group CEO, Decision Inc.



DECISION INC. A TIMELINE OF EXCELLENCE

Decision Inc. has achieved significant year on year growth since our inception in 2014.

This growth is not only attributed to our strategic leadership team but to the dedication and commitment of each and every Decision Inc. employee.



WELCOME TO DECISION INC. | BE A PART OF SOMETHING GREAT

THE DECISION INC. DIFFERENCE

Decision Inc. is for the passionate, the enthusiastic and the driven. It is for people who want to work in dynamic environments, solve interesting problems, and explore global opportunities.

Decision Inc. staff value collaboration, personal growth, and opportunity. It's a place where talented people get the chance to solve problems and provide answers to complicated business questions in really important companies and markets.

Decision Inc. is about the pursuit of progress. We create the Digital Capability and Opportunity for our clients to succeed in the future.

We work to build long-term relationships with our clients that help them to shape their success stories in a complex, challenging and ever-changing world.

Decision Inc. is best practice, industry relevance, modernisation, cloud, data-driven intelligence, transformation, people, excellence, global scale, strategic, purposeful and outcomes-driven.



We've grown to become a global leader because of the ambitions we have for ourselves and our people. We know that our teams are experts, that the people within our teams are passionate, and that we are all working together in the pursuit of progress.

We solve client problems in intelligent and collaborative ways and we want to work with people like you, people who share our commitment to progress and who want to become a part of our journey, and our vision.

INSIDE DECISION INC.

Our Vision

At Decision Inc., our vision is to help organisations create and realise a new digital future. We create new futures and opportunity for organisations and their people by connecting modern innovation, technology and human potential.

Our Mission

We are unwavering in our pursuit of progress. Our mission is to establish Decision Inc. as one of the worlds preeminent technology providers trusted by the best to Power their Business, Enable their People and Accelerate Digital Progress.



Technology is not constrained by borders. It creates opportunities for people and organisations across multiple markets to connect and work together. To be relevant to our clients we need a global perspective. We have to leverage the best of many markets and experiences to deliver value. Our goal is to establish Decision Inc. as the world's pre-eminent technology provider, trusted by the best to power their business, enable their people and accelerate their digital progress.

• **Nicholas Bell**, Group CEO, Decision Inc.




DECISION INC. AT A GLANCE




WHAT WE DO FOR OUR CLIENTS


The Decision Inc.
Customer Commitment



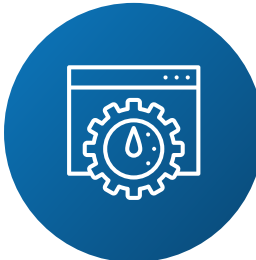




























Power their business growth and strategy



Enable their people to transform



Accelerate their digital progress

STRATEGY	 <p>Modernise and Automate Operations</p>	 <p>Build Data Driven Enterprises</p>	 <p>Deliver the Journey to the Cloud</p>	 <p>Enable People to Transform</p>					
SERVICES	 <p>Harness the power of your data</p>	 <p>Build your modern workplaces</p>	 <p>Transform your customer experiences</p>	 <p>Optimise your operations</p>	 <p>Enable your journey to the cloud</p>	 <p>Transform your decision making</p>	 <p>Enable your innovation capabilities</p>		
	DATA & ANALYTICS	DIGITAL	ERP	CRM	FP&A	MANAGED SERVICES	INDUSTRY 4.0	RPA	MOBILITY
INDUSTRIES	 <p>MANUFACTURING</p>	 <p>MINING</p>	 <p>HEALTHCARE</p>	 <p>LOGISTICS</p>	 <p>INSURANCE</p>	 <p>FMCG</p>	 <p>RETAIL</p>	 <p>FINANCIAL SERVICES</p>	 <p>PROPERTY</p>
TECHNOLOGY									

THE POTENTIAL OF YOUR JOURNEY WITH DECISION INC.



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The fast-paced nature of our environment allows for endless opportunities when it comes to exposure and growth which, in turn, creates the space for accelerated career development for our team members. At Decision Inc., you’re not just a number. Everyone has a role to play in helping the company achieve its strategic objectives. Our culture is built on our core values: vision, passion, collaboration, integrity, community, and personal. Our teams are made up of wonderful, highly talented, and driven individuals who love what they do and this, in turn, creates a culture of camaraderie, high impact delivery, and success.

• **Natalie Meikle-Braes, HR Manager, Decision Inc. SA**

Every company profile focuses on the values and the strategies of the organisation. Every company profile promises people a fulfilling journey and a rewarding career. But what do their people say? Our people have a lot to say. About how their careers have evolved. About how they have learned new skills. And about how they have been given the opportunities afforded to them.



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In the four years I’ve been with Decision Inc., my role has evolved from Team Administrator to Project Manager. The company has provided me with diverse career opportunities and challenges in order to continuously improve my performance, which is why I joined. I wanted to work for a company that had a strategic drive, a strong culture, and promising future possibilities. This is a healthy working environment with strong leadership that motivates me to serve our clients in a meaningful way.

• **Janine Fourie, Decision Inc. Cape Town**



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Since joining Decision Inc., as a BI Consultant in 2018, I’ve been taking advantage of the career growth opportunities and clear career path laid out by the company. I’m working towards a Delivery Manager role using the knowledge and experience I’ve gained to add more value to our clients and make a bigger impact at Decision Inc. I really enjoy the diversity and work ethic of the company.

• **Thembeka Stuurman, Decision Inc. Cape Town**



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I started as a junior ERP consultant straight from university and set out on a journey that hasn't always been easy but is always exciting. I didn't have any previous ERP experience but Decision Inc. introduced the Training Academy six months after I joined and I was fortunate to be part of the programme, certifying in Dynamics 365 Application as a result. Over the years I've become more involved in client projects and I've gradually advanced from Junior Level 1 in 2018 to an Intermediate Business Applications Consultant in 2021. I want to become a Solution Architect and I believe that Decision Inc. will help me get there.

• **Thapelo Maphosa, Decision Inc. Johannesburg**



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I joined Decision Inc. as a Sales Coordinator for the FP&A team in 2016 and within five years grew to become the Engagement Manager, a position I hold today. I took a few detours within Decision Inc. from a career perspective and I'm so grateful I could take them because they contributed to my understanding of the company and what drives value for our clients. Decision Inc. gives me the opportunity to step outside my comfort zone and do something new. There's also a sense of camaraderie that makes it a joy to work here.

• **Anri Keyser, Decision Inc. Pretoria**



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When I first joined Decision Inc., I was a junior BI consultant, and this role has evolved over time. I am now an intermediate full-stack developer, mentor, solutions architect, and technical analyst. Decision Inc. not only approaches career development through training and mentorships but offers the opportunity to explore and to network with other professionals from different backgrounds and experience levels. I plan to embrace the opportunities the company provides to continue growing my career, upskilling and networking.

• **Jan Jansen Van Vuuren, Decision Inc. Johannesburg**



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I started as a Level 2 Junior BI Developer and am now a Level 6 Intermediate BI Developer. I was a financial advisor before I started working at Decision Inc., but I've always been drawn to technology and problem solving and Decision Inc. facilitates this with a culture of self-development and personal investment. They really try to understand where you are and where you are going, and then provide you with the tools you need to reach your goals, giving you a strong foundation in order to reach them.

• **Stephan Du Plessis, Decision Inc. Johannesburg**



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I'm a technical SAP BPC Embedded consultant. I joined at an intermediate level and have been promoted to senior in the five years I've worked here. Decision Inc. is transparent about career development – we know exactly what we need to do to move up levels within the company – and they are flexible enough for us to build our own careers.

• **Sulaiman Sujee, Decision Inc. Johannesburg**

THE PEOPLE FACTOR

Decision Inc. isn't just focused on skills development and career growth, but on building a culture that genuinely engages with, and empowers people. Career growth is a wonderful thing, but career growth in an environment where you are happy to connect with other employees, feel included, and have very real connections is another thing entirely.

Decision Inc. believes in building camaraderie and engagement amongst staff and facilitates this through various team building events, company retreats, virtual events,

CSI initiatives and ongoing employee feedback throughout the year.

We believe that the benefits of working with us go beyond the career, the work, and the skills and include our commitment to helping you achieve a work-life balance in a culture that believes in people.

Honestly one of the best companies I have had the opportunity to work for. It has a young dynamic culture. I am surrounded by ambitious colleagues and our future is bright.

The way Decision Inc. responded to the pandemic was amazing. They afforded us the freedom to work from home as we chose, putting our safety first at all times.

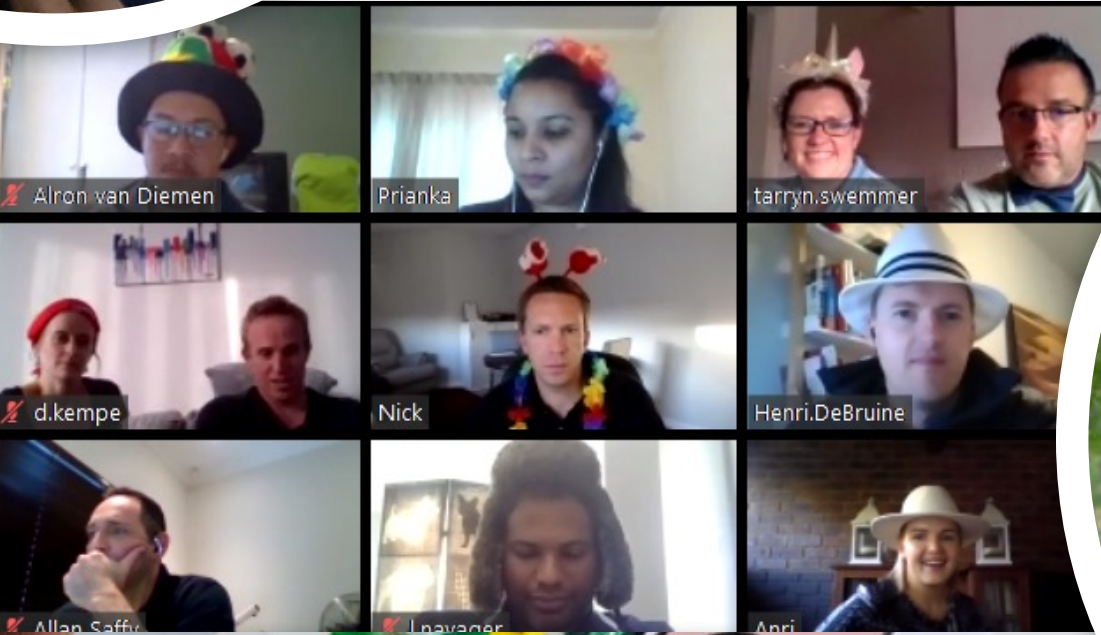


I always feel included, whether it pertains to work-related tasks, or company initiatives and activities.





" *The opportunity to grow my career, develops each year. The culture is fantastic, and it is exciting to see how we are continuously growing and expanding as a company.*



" *I always feel valued and supported. It's great to be part of an organisation where dedication and efforts are recognised and appreciated.*

" *I am proud to be a part of a global organisation and a local team that is supportive and understanding. I am grateful to my team, working with them feels like I'm working with family.*



DECISION INC. LEADERSHIP

A company’s culture is defined by its values, and how those values are driven by leadership.

The real feel set by the standards and attitudes of those who lead and guide the company. At Decision Inc., leadership is key to ensuring that our pursuit of progress is defined not just by strategy, growth and market share, but by people, customer experiences and shared goals.

We are unwavering in our pursuit to grow our business - and growing business leaders is core to achieving this. We are proud that our strongest and most accomplished leaders have grown within Decision Inc., to stand where they are today.

Our Leadership Development Programme identifies potential future leaders and accelerates their trajectory by building management competencies and charting an experience and exposure-based journey to success.



PASSION

We love what we do. We take pride in our work and achievements.



PERSONAL

We value and promote learning and personal growth. We care deeply about our clients' success.



VISION

We think about and plan the future with imagination and wisdom.



COLLABORATION

We share knowledge and experience for greater client impact.



COMMUNITY

We are part of a greater whole and seek to uplift our community.



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I believe our leaders are key to this culture as they set the pulse of the business. If our leaders carry the same values and energy, their teams will see that and learn how Decision Inc. people get ahead and create progress. By leaders continually pushing for innovation and new ideas it also creates new leadership opportunities for people who want to take on new challenges.

- **Nicholas Bell**, Group CEO, Decision Inc. Global



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We hire excellent people who share our vision, values and great work ethic. Then we do what we can to support them and enable them to be the best they can be. The pursuit of progress is about becoming the best I can be, and helping my clients be the best they can be, and ensuring my teams are the best they can be.

- **Robynne Todd**, Business Manager: Cloud, Decision Inc. South Africa



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There is a strong frontline leadership culture where our management leads by example in the field. We are disciplined, supportive and encouraged to stimulate and challenge every individual within our team. In addition to this, our leaders naturally develop unique team sub-cultures which give their teams personal identities within the company.

- **Allan Saffy**, Managing Executive, Decision Inc. South Africa



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The leadership team has put culture at the heart of everything it does. Our leadership cannot build a world class business without world class people so we invest in coaching and mentoring, personal career development plans, training and talent frameworks.

- **Gavin Sheehan**, Executive: Business Intelligence and Data Management, Decision Inc. South Africa



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No man gets left behind to struggle alone – we are stronger together.

Wilhelm Greeff, Business Manager: Modern Workplace, Decision Inc. South Africa



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Our leadership team drive our culture through our values. Talking about them, being role models, and bringing them into our forums, systems, recognition and processes. We believe in having the space for, and a celebration of, the richness and nuances of different teams and regions, creating a diverse and exciting culture that's driven by people.

- **Tarryn Swemmer**, Group Chief of Staff, Decision Inc. Global



BE PART OF AN INSPIRING TEAM

We work hard, but we also know how to have a great time, together.

We are eager to get to know the real you – whether it’s while working up a sweat on the cycling track, trail running with colleagues, LAN-ing with work mates, golfing in good company or just celebrating with the team.





WE ARE CONSTANTLY ON THE LOOKOUT FOR NEW TALENT TO JOIN OUR TEAM.

If you are interested in hearing more and growing your career with us, please get in touch.

