



Date 17 October 2012

Tel +27 (0) 11 250 0000
Fax +27 (0) 11 250 0001
Email info@xstrata.co.za
Web www.xstrata.com

Address Xstrata South Africa (pty) Ltd
3rd Floor
23 Melrose Boulevard
Melrose Arch 2076
South Africa

Dear Nickolette

RE : Reflections on my Executive Coaching Journey

Life has taught me that one is seldom prepared for the changes through which your life's journey takes you. Towards the end of 2011, I identified a need to be able to progress in the executive corporate environment without losing my own identity as a woman, without having to become something I am not, without having to become a loud and "powerful" woman. This led me to finding an executive coach which could guide me through this growth experience, whilst at the same time assist me in dealing with very personal issues and challenges.

During the various sessions I attended, it became clear that one cannot deal with issues in isolation, the three circles of work, personal life and self are interlinked and cannot be separated from each other. Through your careful and focused guidance I have come to terms with dealing with that which is within my space, in fact the phrase "it is not your bus to drive" has become my way of accessing what to deal with and what to walk away from.

Your coaching has given me insight into behavioural traits which should be avoided, but also those which originate from confidence in oneself and one's capabilities. This has enabled me to represent Xstrata in a confident manner, and draw from an inner strength I did not know I possessed. I dare to say that we have established a sound report in a short time frame, as you possess the ability to make one interrogate oneself and arrive at the solutions without giving the solution, even though it might be very obvious to you what the problem was.

I have grown into a confident, assertive and well-balanced female professional executive in a very challenging male-dominated environment, and have learnt to be able to deal with the unique issues related to such environment. Your personalised approach and ability to link the various sessions together into a focused growing experience has enabled me to deal with situations and people I would not have been able to manage in the past.

I therefore have no hesitation in expressing my sincere gratitude and willingness to promote your services to other people whom may wish to grow in the profound way I have been able to.

Yours sincerely

Dr Cornel Malan
Group Knowledge and Research
Xstrata South Africa

Reg. No. 1997/017998/07

Directors: Directors: PJ Nienaber (Chairman) RSE Alberts W Barrett GJ Dreyer MJ Houston HA Rossouw
BD Moolman AH Sangqu CL Smit

