



THREE DAY **FIELD TRIP** **CAPE TOWN**

MAR 17/18/19 2026

6 CULTURE-FIRST COMPANIES OVER 3 DAYS

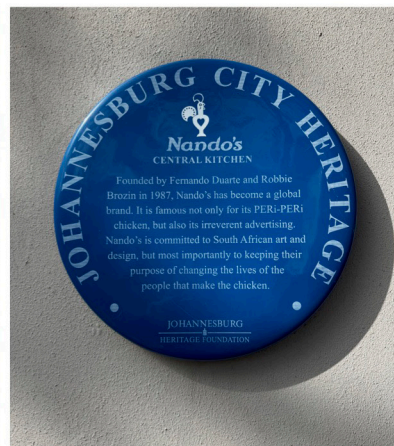
SEE FOR YOURSELF HOW **CULTURE**
IS A **COMPETITIVE ADVANTAGE**



PROSPECTUS



Over the years, our Three Day Field Trips in Joburg and Cape Town have explored culture at Afrihost, American Tower Corporation, Anglo American Platinum, Capital Hotel Group, Cerebra, Comair, Coty, The Creative Counsel, DHL, Different Life, Discovery, Entelect, Flash Group, Hilton Hotel Group, Hollard, Investec, Jacaranda FM, JSE, King Price Insurance, Lombard, McDonald's, Merchants, Microsoft, Missing Link, Montego Pet Nutrition, Nando's Ocean Basket, Old Mutual Insure, Ooba, Outsurance, Puma, Red Rocket, Rovos Rail, Striata, Transunion, Unitrans and WeBuyCars.



Join **HAPPY**SANDPIT on an immersive learning experience as we visit six culture-first companies to learn how they have maintained and even enhanced employee engagement through years of both challenges and growth and how they're adapting their organisational culture for the world that lies ahead.

Creating and nurturing culture that drives voluntary culture-aligned mindsets and behaviours should top the list of goals for any organisation, but often the challenge for leaders is to know what to do, and where to start.

In response to that, we're excited to offer an opportunity to come and see for yourself, with unusual behind the scenes access of our stellar list of host companies, enabling you to tour the facilities, participate in detailed presentations on how culture has contributed to their success and to ask as many questions as you like of their most senior executives.

Our participating organisations are quite different, but they all have one thing in common: strong, evident culture that has enabled them to achieve remarkable and unusual successes in diverse areas such as hiring, retention, embedded values and beliefs, high-performing teams, and admired leadership.

Who should attend?

Senior business leaders with responsibility for hiring, training, growing and developing people and teams, with both day-to-day and strategic management responsibility. If you believe in the benefits of employee engagement, then you've come to the right place.

TESTIMONIALS:

**Merrill King, Group CEO,
Capitol Caterers**

"This experience surpassed all my expectations by miles! I cannot wait to share the many life lessons, titbits of wisdom and amazing culture with our Capitol team. The field trip left me enriched, invigorated and motivated. Thank you, thank you. I loved every minute of this experience - I am officially your greatest fan and I am singing your praises, loudly, to every person I believe will benefit from this experience."

Chelsea Saharin, Organisational Effectiveness Manager, Flash Group.

"I really would like to offer suggestions for improvement, but I was blown away by how well organised and professional the field trip was! Every detail was thought through and communication throughout was excellent. The trip exceeded my expectations and I learnt so much. I would HIGHLY recommend this trip to any HR professional or executive who is looking to enhance performance by better leveraging their culture and to learn from truly aspirational businesses."

MAR 2026 THREE DAY FIELD TRIP



	DAY ONE: MAR 17	DAY TWO: MAR 18	DAY THREE: MAR 19
07h30	BREAKFAST + ORIENTATION	BREAKFAST	BREAKFAST
08h00			
08h30	TRAVEL	TRAVEL	TRAVEL
09h00	 DHL EXPRESS	 FLASH GROUP	 OOBA
09h30			
10h00			
10h30			
11h00			
11h30			
12h00	TRAVEL	TRAVEL	TRAVEL
12h30			
13h00	 RED ROCKET	 MONTEGO PET NUTRITION	 V&A WATERFRONT
13h30			
14h00			
14h30			
15h00			
15h30			
16h00	TRAVEL	TRAVEL	TRAVEL
16h30			
17h00	ARRIVAL AND END OF DAY	ARRIVAL AND END OF DAY	END OF THREE DAY FIELD TRIP

Past **HAPPY**SANDPIT Three Day Field Trips have seen attendance from leaders in a range of human resources, operations and sales functions as well as the founders and leaders of businesses, big and small. Previous attendees have represented banking, construction, mining, automotive, IT, hospitality, financial services, security, manufacturing, logistics, NGO and consumer goods.

That diverse audience can partly be explained because the organisations we visit on any Three Day Field Trip are themselves so diverse, presenting a broad range of lessons, and partly because the pressing challenges of hiring the right people and organising them into high performing teams demand similar attitudes and activities no matter what industry you're in, or how large (or small) your business.

An additional benefit, which past participants have told us they found incredibly valuable is that you will share three full days with like-minded participants from other businesses, brainstorming, debating, learning and sharing , making even our travel time between host companies rich, informal learning opportunities.

When is it?

March 17, 18 and 19, 2026, starting at 07h30 each morning for breakfast and a culture discussion and ending roughly each evening between 16h30 and 17h00. To get the greatest benefit, you should do all three days.

Who will we learn from?

In order, the six organisations we are going to visit are: **DHL Express, Red Rocket, Flash Group, Montego Pet Nutrition, Ooba and V&A Waterfront.**

TESTIMONIALS:

**Michelle Juling, Human Resources,
Bank Windhoek (Namibia).**

"The experience was truly exceptional and left a lasting impression. The itinerary was exceptionally well-balanced, providing a perfect mix of educational, cultural, and recreational experiences catered to all. Thanks to everyone involved in making this trip such a success. I look forward to participating in future events and will certainly recommend this to others."

**Andrisha Naicker, Group HR Manager,
Capital Hotels, Apartments & Resorts.**

"This was truly an inspiring and tangible trip to attend. It gives you a sneak peek into companies you would have never had the opportunity to visit. This caters to all visitors regardless of the department they work in and regardless of the size of length of time in operation."

TESTIMONIALS:

Alex Abala, Reward and Benefits Manager, NSSF Uganda.

"Very well done on such insightful and engaging culture exposure! Your thorough understanding of the material and your ability to create an interactive and inclusive environment made the engagement really impactful. The effort you put into ensuring everyone could relate and learn from the experience was outstanding. The 7 [seven] select companies [including Happy Sandpit] that gave us their time and shared their way of life showed why they're great companies."

Natasha Limbert, Senior Leader of Corporate Communications, TIH

"What an amazing experience, not only were we exposed to 6 uniquely different company cultures, but we created memories and friendships within the group that will last a lifetime. The connections with the companies we were exposed to will surpass the Three Day Field Trip, with all of them extending contact details for further interactions!"

At each stop along our Three Day Field Trip, we will experience something unique and different but each will build on the others to help you achieve the fundamental goal of developing a broad, detailed and varied understanding of how culture that drives results is evolving.

How did we select these companies?

We believe it is our job not just to get you access to some of the leading organisations in the country, but also to apply our intelligent research to identify companies that have unusually brilliant lessons to teach.

The host organisations on this Three Day Field Trip include some of the fastest growing South African businesses in the marketplace today, across a range of industries, some household names and others who quietly make the world a better place from behind the scenes. Each is specifically selected for their world-class thought leadership and practices.

What should you bring?

Your curiosity and a pair of comfortable shoes. We'll lay on everything else you'll need: learning sessions, learning materials, refreshments and transportation. Seriously though ... wear comfortable shoes. We'll be on foot a lot, upstairs, downstairs, on cobbled pathways ... believe it, you'll thank us later ...

How will this benefit you?

There are as many ways as there are different people on the trips (and so far, more than 250 people have joined us since 2016), but perhaps the key ones are these:

(1) You will learn how companies operating under the same labour law, tapping employees from the same pool as you, have built great culture that helps them to drive employee engagement leading to performance, loyalty and the other voluntary behaviours we most desire as business leaders, through a pandemic and beyond.

The days will be full of practical lessons you can implement immediately.

(2) You will be joined by other like-minded participants who have had to face many of the same challenges as you. Experience tells us that new perspectives and previously unseen sides to a story can lift your thinking and take it in brand new directions.

(3) You'll have the time of your life. Really. This is going to change the way you think about business and people management forever.

What's included?

- Refreshments throughout the day. We'll keep you well-fed and well-oiled throughout.
- Transportation to and from the host companies on each day. You park your car in secure parking in the morning and we'll take you back to it at the end of the day.
- All tours, senior executive Q&A sessions and presentations.
- Accompanying Three Day Field Trip learning materials.

HOW TO BOOK YOUR PLACE:

Email:

linda@happysandpit.com

deniah@happysandpit.com

**The cost of attendance is
R17,500 (excl VAT) per person.**

Bookings close either when places on the Three Day Field Trip are full up or on Tuesday, March 2, 2026.

Payment must be made in full, in advance of the Three Day Field Trip.

ABOUT HAPPYSANDPIT

AT A GLANCE

DOORS OPENED IN

2013

FULLY VIRTUAL, BUT BASED
IN **JOHANNESBURG,**
SOUTH AFRICA

FOUNDED ON ORIGINAL
RESEARCH FROM THE BOOK
**HOW TO BUILD A HAPPY
SANDPIT** BY COLIN J. BROWNE



WHAT WE'RE BEST AT:

#OrganisationalCulture
#EmployeeEngagement
#LeadershipDevelopment
#ChangeManagement
#GamifiedLearning
#PeopleProcesses

CORE VALUES

Serve

We are here to help you to the fullest extent of our capabilities (which are always growing).

Be nice

We like people. In fact, we really like YOU. You'll notice that in everything we do.

Be fair

We always seek a fair exchange of value, and keep things absolutely real.

Solve the right problem

We know how to dig and we know how to connect dots so we can create the impacts you need.

WHAT WE DO

PROJECTS + CONSULTING

We engage in long-format projects in key areas of competence including the following. Each project is different, but our established methodologies enable us to deliver solid results across a variety of business sizes and industry sectors.

- 1 Consulting Services
- 2 Induction process + communication
- 3 Recognition process
- 4 Core Values discovery + development
- 5 Leadership development
- 6 Employee Value Proposition (EVP) development
- 7 Change Management
- 8 Unconscious bias

GAMES + WORKSHOPS

We have developed (and are constantly developing more) games and gamified workshops for employee engagement, Core Values socialisation, remote / hybrid working strategies, strengthening the bonds of trust and empathy, change management and sales.

