

## Un-locking the **POWER** of people performance in business



Searle Van Eeden and Routen (Pty) Ltd trading as Paladin Consulting



## WHO ARE WE?

At **Paladin Consulting** we offer services to optimize business performance and skills development. We have a special interest in the Business Process Services Industry. We value and believe in the power of human capital in business.

We offer: business performance gap analysis and business case development, learning and performance architecture, and implementation of measurable performance based skills development initiatives.

**Linguistic knowledge requires a strong understanding of phonology (sounds in speech), syntax (structure of language), and semantics (the meaning of words and sentences).**

## *Let's Build Business Capability Through Literacy Development*

### Why Is Literacy Development Important to Us?

In our experience in business consulting, since 2002, we have found that a lack of strong literacy skills has a direct impact on an individual's ability to perform required tasks and roles.

A quintessential skill, not only in the corporate world but in general learning, is literacy. One's reading abilities and overall literacy skills determine to a great extent the efficacy and productivity of an individual.

In work and learning (basic education) materials must be read, information must be processed and understood, and finally that information must be synthesized in a manner such that it can be implemented in the necessary context whilst maintaining its core value/meaning. The ability to read is often taken for granted in various job and educational sectors.



Literacy **improves creative** and **critical thinking skills**, informed **decision making**, **personal empowerment**, as well as civil and **social participation**

- United Nations Educational, Scientific and Cultural Organization (UNESCO) -



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## PERLS READING

At Paladin Consulting we believe in the need to: 1) bridge any literacy skills gap, and 2) further enhance literacy skills. We take pride in our ability to boost people performance at any level in the business world. There is always room to improve and PERLS is our tool to school your mind!

### About PERLS

PERLS is a Programmed English Reading and Language System aimed at developing language capability and literacy skills using the following techniques:

- **Psycho-motor technology (a tachistoscope) displaying of words for a certain amount of time**
- **Directed reading guided reading to increase reading speed**
- **Cloze procedure inserting appropriate words into a partially completed text**

Vocabulary, a core component of language, is effectively developed by addressing: spelling, pronunciation, inflection, and collocation (understanding a word's context).



*Reading is a highly complex activity,  
involving close interaction of  
physical and psychological processes.*

### Learning Levels Addressed

PERLS offers three categories of learning:

1. Primary (Grades 4 – 10)
2. Senior (Grades 1 – 10)
3. Advanced/Tertiary (Grades 10 – 14)

This learning programme caters for English Mother-Tongue, English Second Language, and English Foreign Language.



### Core Components Used to Create the PERLS Programme

- **Fog Index** ensures the level of readability is appropriate for the various learning levels offered by PERLS
- **Oxford English Dictionary** source from which all vocabulary in PERLS is derived

### Accessing PERLS

PERLS is a user-friendly programme that is web-based. PERLS Reading is also available as an application for Android and Microsoft.

### Contact Us

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### Visit Us

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*Write to be understood, speak to  
be heard, read to grow.*

Lawrence Clark Powell (1906 – 2001)

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