

STRATEGIC HR BUSINESS PARTNER CONFERENCE

2 DECEMBER 2024 PROTEA HOTEL O.R TAMBO INTERNATIONAL JOHANNESBURG & ONLINE LIVE



ABOUT THE CONFERENCE: Many organizations have HR generalists who are well-equipped with functional HR skills but lack experience in other areas of business, HR Business Partnering can prove to be frustrating. Now, more than ever, HR professionals need to be armed with a new set of competencies which encompasses both talent and business related skills in order to deliver the results their organizations are looking for. At this HR Business Partner Conference, it will feature established C - level HR leaders who are trusted advisers to senior management within their organizations. Each speaker will share personal experiences on how to elevate the HR function whilst transforming the organization. Using case studies and effective blueprints, these industry experts will help you to better partner your organization in adding strategic value to achieve business goals

Conference Highlights

- ✓ Strategic Transformation Of HR - From Partnership To Leadership
- ✓ Why Are Most HR Functions Still Struggling To Be Strategic Partners In Business?
- ✓ Future Critical Skills And Competencies For HRBPs
- ✓ Successful Integration Of Business & HR Strategies
- ✓ HRBPs And Data Analysis
- ✓ Creating More Meaningful Employee Engagement And Experiences
- ✓ Effective Change Management: Getting & Keeping Support For Your HR Transformation
- ✓ Business Acumen: Improving Your Business Acumen To Maximise Your Value As An HRBP
- ✓ Performance Management: Adopting A Forward-thinking Approach
- ✓ Business Acumen: Improving Your Business Acumen To Maximise Your Value As An HRBP
- ✓ Demystifying - The power of coaching for HR Professionals: An HR Manager Enabler & Capability Resource to support organizational leaders and drive talent development

Voice Of Insight: Delivering Expertise With Impact



DR CHARLES COTTER
Global Blended Learning Practitioner



Jenny Du Preez (PCC) IC: Enspire Global



Mpume Nkuna: HR Business Partner Sub Saharan Africa (SSA), CHEP



Tshamani Mathebula: Senior Manager Talent Management, Sasol



Angela Qithi, Europe, Middle East & Africa Leader, ORACLE



Candice Hankey, Free To Grow, Lead: People and Programmes



Khanyisa (Saliso) Marawu
Director Human Capital Solutions
Umlhle Consulting Services



Mpho Portia Modisaesi
Mpho Ya Kutloano(Pty) Ltd



Tumi (Tlhabane) Makam:Principal HRBP, Bushveld Minerals



Dennis Kanye: Director - Human Capital at Motus Parts - Motus Corporation



Wendy Sloan: Human Resources Executive @ Rheinmetall Laingsdale (Pty) Ltd

Conference Opportunities

- 1. **Professional Development:** Attendees gain insights into emerging trends in HR, talent management, and organizational development, enhancing their skills.
- 2. **Networking Opportunities:** HRBPs can connect with peers, industry experts, and thought leaders, fostering valuable relationships and collaborations.
- 3. **Best Practices and Case Studies:** Conference will feature presentations on successful HR strategies, allowing participants to learn from real-world experiences and innovative approaches.
- 4. **Leadership and Strategic Alignment:** HRBPs play a crucial role in aligning HR strategies with business goals. This conference offer practical tools and frameworks to strengthen strategic partnerships with leadership teams.
- 5. **Technology and Innovation:** Exposure to the latest HR technologies and solutions that can streamline HR processes, such as talent acquisition, performance management, and employee engagement.
- 6. **Cultural and Organizational Transformation:** Insights into managing change, fostering an inclusive culture, and driving organizational transformation through HR strategies.
- 7. **Personal Inspiration and Motivation:** Listening to successful HR professionals and thought leaders can inspire and motivate attendees to bring fresh ideas back to their organizations

Conference Agenda 2 December 2024 (to be updated)

- ❑ 08:00 - 08:45: Registration
- ❑ 08:45 - 09:00: Chairperson Opening Remarks
- ❑ 09:00 - 09:30: Strategic Transformation Of HR - From Partnership To Leadership
 - Transforming from HR Business Partners to Strategic Performance Advisors
 - The 3 most important currencies that Strategic Performance Advisors trade in
 - Shifting to Evidence-based HRM philosophy and to data-driven decision-making: Applying the 8 points of transformation
 - 5 Key insights that Strategic Performance Advisors need to apply
 - The 10 pivotal roles of future-fit, Strategic Performance Advisors

(Charles Cotter PhD, MBA, B.A (Hons), B.A, Global Blended Learning Practitioner and L&D Strategist)

- ❑ 09:30 - 10:00: Why Are Most HR Functions Still Struggling To Be Strategic Partners In Business?
 - Purpose-Driven Career
 - 2 Ps
 - Impact and Values
 - Skills
 - What is a strategic partner versus a partnership?
 - HR impact on the business
 - Vision-led and Values driven
 - The Role of HR in Business
 - Challenges and Opportunities
 - HR Legacy
 - The future of HR is in your hands

(Speaker, Khanyisa (Saliso) Marawu Director Human Capital Solutions Umihle Consulting Services)

❑ **10:00 - 10:30: Future Critical Skills And Competencies For HRBPs**

- Agile Workplaces
- Transformation And Its Role In The Workplace
- Cross Cultural Skills
- Analyzation Skills
- 5strategy And The HRBP
- How To Be An Effective Business Partner
- Digitization And Its Role In The New World Of Work

(Mpume Nkuna: HR Business Partner Sub Saharan Africa (SSA), CHEP)

❑ **10.30 – 11:00: Morning Refreshment Session**

❑ **11:00 - 11:30: Successful Integration Of Business & HR Strategies**

- Organisation
 - The Tripartite Relationship = C.E.O + Human Capital + Finance!
 - Boardroom Table ... Seat OR Invite = PRESENCE
 - C.E.O's Open Door (Conversations)
 - The C.E.O Succession Plan ... Exit of C.E.O
 - When the C.E.O Leaves the Organisation, do they want to take you with them?
- Individual
 - HR Director Interview = "Chemistry" Match with C.E.O
 - Mentor OR Coach?

(Speaker, Mpho Portia Modisaesi: Human Capital Strategist/Coach/Facilitator)

❑ **11:30 – 12:00: HRBPs And Data Analysis**

- Big Data and Data Analytics
- HR analytics journey
- HR function readiness to use data
- HR management systems and business strategy
- Using HR data analytics to drive business impact

(Angela Qithi, Europe, Middle East & Africa Leader: Diversity / Culture / Transformation / Inclusion /Talent Advisory / Lecturer | HR Data Analytics & Metrics, Oracle

❑ **12:00 – 12:30: Creating More Meaningful Employee Engagement And Experiences**

- Equip Leaders With A Comprehensive Understanding Of The Dynamic Nature Of The Modern Work Environment, Akin To Navigating An Unpredictable River, To Effectively Guide Their Teams Through This Terrain With Hope.
- Consider The Foundational Elements Driving Employee Engagement, While Exploring Strategies For Implementing Human-centric Transformation Within Organisations.
- Examine The Symbiotic Relationship Between Employee Engagement And Wellbeing, Emphasizing The Necessity Of An Integrated Approach In Navigating This Transformative Journey From The Inside, Out.
- Explore And Reference Practical Case Studies From Industry Leaders Such As Woolworths And Coca-Cola, Unveiling Actionable Insights And Transformative Approaches That Yield Optimal Business Outcomes, While Touching Hearts, Opening Minds And Shifting Behaviour.
- Illuminate The Pivotal Role Of Leaders In Facilitating Team Engagement, Retention, And Flourishing Amidst The Challenges Of Navigating The Evolving Landscape Of Work.

Candice (Walbrugh) Hankey: Driving Positive Transformation In Organisational Culture & People Development By Designing & Facilitating Programmes That Boost Employee Wellbeing, Engagement, Growth & Leadership Acceleration: Free To Grow)

12:30 – 13:30: Lunch Break

- ❑ **13.30 – 14:00: Effective Change Management: Getting & Keeping Support For Your HR Transformation**
 - Strategic Alignment:
 - Aligning HR Transformation Seamlessly With Overarching Business
 - Communication Strategy:
 - Communication Plan Focusing On Clarity, Transparency, And Narrative Coherence To Elucidate The Purpose And Benefits Of HR Transformation.
 - Leadership Engagement:
 - Active Leadership Involvement As Catalysts For Change, Emphasising Their Critical Role In Championing And Endorsing HR Transformation Initiatives. Practical Ways Of Getting Buy-in
 - Employee Involvement:
 - The Imperative Of Involving Employees As Active Contributors, Fostering A Sense Of Ownership And Collaboration Throughout The Transformation Journey.
 - Training And Development:
 - A Robust Investment In Training And Development To Equip Employees With The Necessary Skills, Ensuring A Smooth Adaptation To New Processes And Technologies.
 - Measuring And Celebrating Success:
 - Establishing Key Performance Indicators (KPIs) As Metrics To Gauge The Success Of HR Transformation – What Works And What Does Not.
 - Adaptable And Agile Approach:
 - Some Practical Examples

(Wendy Sloan: Human Resources Executive @ Rheinmetall Laingsdale (Pty) Ltd)

- ❑ **14.30 – 15:0: Business Acumen: Improving Your Business Acumen To Maximise Your Value As An HRBP**
 - The Transitioning Of HR Into The 21st Century
 - Understanding Business And Its Language
 - The Quantitative Value Of HR At The Exco Table
 - Measuring HR Impact
 - Tools For Success

(Dennis Kanye: Director - Human Capital At Motus Parts - Motus Corporation)

- ❑ **15:00 – 15:15: Afternoon Refreshment Session**

- ❑ **15:15 - 15:45: Measuring The Impact Of Strategic HRBP**
 - What Is Strategic Human Resources?
 - Understanding Your Business
 - What Is An HRBP?
 - Have You Evolved? Or Is It Just A Title Change?
 - How Do You Measure Strategic HR?
 - If You Can't Measure It, You Can't Manage It
 - 5 Steps To Strategic Human Resources
 - Where You Can Start

(Tumi (Tlhabane) Makam: Principal HRBP, Bushveld Minerals)

- ❑ **15:45 – 16:15: Performance Management: Adopting A Forward-thinking Approach**
 - Performance Management and Performance Enablement
 - Principles of PM
 - The Performance Management Stages
 - Roles and responsibilities of line managers, employees and HR in performance management
 - Coaching for Performance
 - Linking PM to Talent Management and Learning and Development

(Tshamani Mathebula: SASOL)

- ❑ **16:15 – 16:45: Demystifying - The power of coaching for HR Professionals: An HR Manager Enabler & Capability Resource to support organizational leaders and drive talent development**
 - Top HR Priorities for 2025
 - Unique Challenges experienced by HR BP Professionals
 - What is Coaching & how it works?
 - Where it can be used to serve a broader organizational strategy
 - Introduction to coaching models (actionable frameworks) that can be used to coach managers, executives or employees.

(Jenny Du Preez (PCC) IC: Enspire Global)

16:45: Closing

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REGISTRATION KIOSK : +27 (0) 87 700 1144 / email to info@onlinetnm.co.za

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APPROVING AUTHORITY **FEE R 4 499 ONLINE LIVE , R 4 999 PUBLIC**

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ACCOUNT NAME	TNM CORPORATE SOLUTIONS PTY LTD
BANK	FNB
BRANCH	NORTHGATE
BRANCH CODE	256 755
ACCOUNT NUMBER	62723038429

HOW TO REGISTER

Registration can only be done by completing this registration form and email it to info@onlinetnm.co.za

Do note: No booking will be accepted or invoice issued until the duly completed registration form is received!

Accepted applications to attend the TNM Corporate Solutions training course ("Event") are in every case subject to these terms and conditions:

Payment Terms – Payment is due in full upon completion and return of the registration form. Due to limited conference space we advise early registration and payment to avoid disappointment..

Orders from Public institutions will be accepted.

Delegate Cancellations – must be received by TNM Corporate Solutions in writing and must be addressed to the Customer Services Manager at info@tnmcorporatesolutions.co.za

Cancellations received 10 working days before Event start-date, entitle the cancelling delegate to a full credit of amounts (credit to attend future event – not refund monies) paid to date of cancellation which may only be redeemed against the cost of any future TNM Corporate Solutions Event, within one year from date of such cancellation;

Any cancellations received less than 10 working days before the Event start-date, do not entitle the cancelling delegate to any refund or credit note and the full fee must be paid; Nonattendance without written cancellation, the Customer Services Manager, is treated as a cancellation with no entitlement to any refund or credit.

Speaker Changes – Occasionally it is necessary for reasons beyond our control to alter the content and timing of the program or the identity of the speakers.

If TNM Corporate Solutions cancels an Event, delegate payments at the date of cancellation will be credited to a TNM Corporate Solutions Event (such credit is available for up to one year from the date of cancellation). If TNM Corporate Solutions postpones an Event, delegate payments at the postponement date will be credited towards the rescheduled Event. If the delegate is unable to attend the rescheduled Event, the delegate will receive a full credit of amounts paid up to the date of postponement which may only be redeemed against the cost of any future TNM Corporate Solutions Event (and such credit will be available for one year from the date of postponement). No cash refunds whatsoever are available for cancellations or postponements.

Warranty of Authority – The signatory warrants that he/she has the authority to sign this Application and agrees to be personally liable to TNM Corporate Solutions for payments falling due pursuant thereto should such warranty be breached

Headlining Expertise: A Spotlight On The Speaker:



Jenny Du Preez (PCC) IC: Enspire Global, past Blue Label Telecoms, Jenny is a former HR Lead in Organisational Effectiveness. She has developed, implemented and ensured the success of multiple employee value proposition, culture, development & assistance programs, boasting top 10 provider engagement rates and boosting employee net income, wellbeing & experience. In 2020, I started Enspire Global to provide transformational human capital solutions and executive coaching in my private capacity.



Mpume Nkuna: HR Business Partner Sub Saharan Africa (SSA), CHEP, past HRBP RCL Foods. I am a people's person and through my win win approach am able to build engaging relationships with people. I have over 10 years experience as a HR Generalist in HR Officer, HRBP Roles with an Honours Degree in Industrial Psychology. Through my previous employment opportunities, I have gained solid exposure in the following areas within HR; Union and Stakeholder Management, Performance Management, Employee relations and Industrial Relations, Recruitment and Talent Management.



Angela Qithi, Europe, Middle East & Africa Leader, ORACLE, Lecturer: HR Metrics and Analytics University of Pretoria part time. I am a Global Strategic Partnerships Leader and Europe, Middle East & Africa (EMEA) Leader at a Fortune 500 company. In addition, a Masters class part time University Lecturer at a top 5 University in Africa. I have over 15 years of experience leading Human Resources, Talent Management, Employer Branding and Diversity, Equity & Inclusion teams in alignment to organisational strategies. I was awarded the best overall achiever for my Master of Commerce: Human Resources and Labour Relations qualification by the South Africa Board of People Practices at the University of Pretoria. I am on the Dean's prestigious list awarded at the Economic Management Sciences Faculty at UP. I am also qualified in Commercial Business Management and enabling the people side of mergers & acquisitions. I have over the years successfully established and led new functions, business branches and affinity groups locally and globally. My professional experience and qualifications have moulded me to be the bridge between business and people strategies whilst leveraging technology. My love for technology and ability to make it a business enabler whilst leading and developing others is the reason I am also a HR Data Metrics and Analytics Lecturer for Masters Commercial students at one of the top universities in South Africa. Generally, I am good at knowledge sharing



Candice Hankey, As Lead: People & Programmes at Free To Grow, I am fortunate to draw from over two decades of diverse experience that I've been blessed with in the field of People & Organisational Development. My journey, enriched by global insights and experience gained through my time with luxury brands like Sunglass Hut and Essilor Luxottica, has been deeply fulfilling. I've had the privilege to serve in various influential capacities within esteemed organisations such as Woolworths, The Foschini Group, and Sheraton Textiles, each contributing to my growth and understanding of what it means to nurture a thriving workplace culture through building authentic connections with People from all walks of life.

Rejoining Free To Grow in 2019 felt like a homecoming—a chance to reconnect with a purpose that resonates deeply with me. I strive to be a trusted advisor and facilitator, dedicated to transforming organisational culture and enhancing employee engagement and wellbeing across diverse industries.

My focus is on developing and implementing strategies that not only uplift workplace culture but also contribute to sustainable business success through people and helping them grow in their confidence to truly shine in their God-given potential. I've been fortunate to work with incredible clients like UCT, Heineken, Swiss Re, Fairheads, Argility, and Tiger Brands, amongst others, where the impact of our collaborative efforts has been rewarding, transformational and truly humbling.

My passion lies in fostering environments where people can truly thrive.

I am deeply driven by the Free To Grow vision, aligned to what I believe is my calling, by shifting behaviour positively through the co-creation, development and delivery of learning experiences that continually touch hearts and open minds to bring hope and healing in and through people, in life and business.



Tshamani Mathebula: Senior Manager Talent Management, Sasol. She is a dedicated mother and a seasoned coach, mentor, process facilitator, inspirational speaker, and author. Her life's purpose is to empower individuals by challenging their mindsets and inspiring them to express their fullest potential in a holistic manner. With 25 years of experience in talent management, human resource development, organizational development, change management, culture transformation, employee engagement, leadership development, and coaching, she has made significant contributions across various sectors, including petrochemicals, education, airlines, banking, insurance, and Fast-Moving Consumer Goods (FMCG). A strong advocate for lifelong learning and continuous improvement, Tshamani holds a Master's degree in Industrial Psychology and an MPhil in Corporate Strategy. In addition to her professional achievements, Tshamani conduct Group Coaching sessions with an interest in living a conscious and purposeful life. She has also authored and self-published three books: Tshamy's Musings: From My Belly to Yours, Unmasking, and The Smell of Your Relationship



Dr Charles is an independent global Blended Learning Practitioner and Learning & Development (L&D) Strategist, specializing in management training, with over 23 years' industry experience in global talent management & development. Since 2004 he has offered training programs (online & F2F) & HRM/L&D management consultation services in a specialized array of disciplines ranging from management; (strategic) HRM; (strategic) L&D; business communication to soft skills for 197 companies in multiple industries, in both the public & private sectors, in 45 different countries.

Dr Charles has also offered public training programs for 77 reputable local & international training events companies. Collectively over his 22-year career span he has trained over 37 000 learners globally. Prior to 2004, he was a Training Program Manager for a 4-year time period at the CTMM, targeting the training needs from supervisory to senior management levels. Prior to this position he was an Assistant Director: Logistics Management at the CCP.

Dr Charles was a contract lecturer at TUT for over 11 years & he has also facilitated for 7 other African higher learning institutions including the NWU School of Business Management; Enterprises University of Pretoria (UP); Southern Business School & Ibadan Business School.

Charles has a PhD degree (Business Management). Previously, he completed Master of Business Administration (MBA) (cum laude), B.A Honours degree (cum laude) in HRD & B.A (Communication) degrees.

Dr Charles was the Vice President of the Southern Africa Professional Trainers Association (SAPTA), for 5 years. He is a registered constituent assessor with the ServicesSETA. He is an external examiner for UNISA & the DaVinci Institute. He was an Accredited Trusted Trainer, issued by the global training quality assessor, Course Conductor.

Dr Charles is a published, feature article writer in international HRM publications & regarded as an influential, L&D thought leader on social media, with a global,



Wendy Sloan: Human Resources Executive @ Rheinmetall Laingsdale (Pty) Ltd. I have over 24 years of HR experience in diverse industries, and I am a seasoned HR executive leading the HR function at Rheinmetall Laingsdale, a reputable engineering solutions provider in the defense sector. I hold multiple certifications and degrees in HR-related fields, such as strategic workforce planning, change management, and HR analytics. I am proficient in various computer systems, including SAP, VIP, CRS, and MS Office. I strongly believe in continuous learning and consider myself a lifelong student. In my role, I collaborate closely with the CEO and other senior leaders to design and execute HR initiatives that support the company's growth and performance. I have oversight of all HR aspects, including talent acquisition, development, and retention, compensation and benefits, employee relations and wellness, labour law compliance, and culture change. Managing a team of HR professionals, I ensure they provide exceptional service to both internal and external stakeholders. Additionally, I have hands-on experience in setting up and managing payrolls. I have achieved some significant milestones throughout my career, such as implementing a fully functional HR information system, introducing new HR policies and procedures, and successfully negotiating with unions and labor organisations. I have also developed impactful leadership development programs and championed both emotional intelligence and change management. My passion lies in developing and implementing HR strategies that align with the company's vision and goals. I am dedicated to fostering a positive and productive work environment for all employees

Tumi (Tlhabane) Makam:Principal HRBP, Bushveld Minerals, past Human Resources Director

Shanahan Engineering. My expertise and experience spans a period of over 16 years in the mining industry & 2 years in the Construction Industry.

- Anglo American Thermal Coal (11 Years), as HR Manager and subsequently Regional HR Manager heading the Community Development Department at Head Office.
- Bisichi Mining (5 years), as HR & Transformation Manager
- Shanahan Engineering (2 years) as the Country HR Manager.
- MD of NSNN Holdings offering Professional Services Consulting since August 2018
- MD of TMRS
- Bushveld Minerals (2 years – to date) as Principal HRBP

Professional Bodies

A member of South African Board of Personnel Practice (SABPP)

A member of South African Women in Mining (SAWIM)





Mpho Portia Modisaesi is currently the **Board Chairperson of The EARTH Centre NPC** (non-profit company) and recently appointed as an **Independent Non-Executive Director** on the **Board of North-West University Enterprises (Pty) Ltd**, as well as the **Chairman of the Enterprises' REMCO & HR (REMCO) Committee**.

She is a **Business Associate** for the South African Board for People Practices (**SABPP**) with the Member Status Recognition of **Master HR Practitioner (MHRP)**, after exposure and achievements within the Human Capital space for more than 30 years with organisations such as Standard Corporate and Merchant Bank (SCMB), ABN AMRO Bank & Securities; Deloitte, Oracle Corporation, Kagiso Media, to name a few.

As part of her career, she has served on **various companies' Boards for a period of 20 years in various industries**, for organisations the likes of Hewlett-Packard (HP), Drake and Sull, Consulta, Digi-Litho, Isifuba Medical Supplies, together with Chairing some of these organisations and others' **Board Remuneration Committees (REMCO)** as well as **Social and Ethics Committees (SEC)**.

Mpho also served on **SABPP's National Mentorship and Coaching Committee** for seven (7) years until end August 2022, her last year being in the role of 2nd Vice-Chairman.

She has previously featured in the CEO Magazine's special edition of Top Businesswomen and has been a Finalist in the "Business Services" category of the CEO Magazine's Most Influential Women in Business and Government.

Given her passion for **Strategy, Leadership and Change Management**, she pursues a Portfolio Life ... She is a **Facilitator** for the SABPP's Training Courses such as "Building Organisational Capabilities Through Coaching & Mentoring Interventions" and "Strategic Recruitment and Selection".

She is a **Leadership and Executive Coach**, as well as **Talent and Life Coach**.

Mpho is **COMENSA's** (Coaches and Mentors of South Africa) **current Deputy Chairperson for the Gauteng Chapter**, a Recent Past Member of the Institute of Directors for Southern Africa (I.O.D) and Current Member of **TheBoardroom Africa (TBrA)**.

As an **Independent Consultant**, Mpho's consulting company called Mpho Ya Kutloano (Pty) Ltd ('MYK') – "Gift of Harmony" is a vehicle that delivers **Strategic Human Capital Interventions as short-term projects, Coaching and Facilitation Services**.

Mpho holds a **Bachelor of Arts (Industrial Psychology)** and **Masters Diploma in Human Resources Management (Honours)**.



Khanyisa (Saliso) Marawu: Director Human Capital Solutions, Umihle Consulting Services

"I am a Vision-led, Values-driven leader and passionate about Change & transformation. I have vast experience in Human Capital (HC) from different global organizations and industries such as manufacturing and automotive, retail, FMCG, banking, and management consulting.

I was previously a Director of Human Resources, Change & Transformation at Volvo Group South Africa. An HR Executive, current Board member, and ex-board member of both the public and private sector including chairing HR and Ethics committees.

Before joining Volvo, I was Head of HR for African Management Services Company (AMSCO) responsible for 6 countries i.e. South Africa, Nairobi, Nigeria, Cameroon, Zambia, and Mozambique. I served as a Board member of AMSCO with shareholders and board members based in the Netherlands. My portfolio included the following countries: Ghana, Nairobi, Mozambique, Cameroon, Zambia, Nigeria, and South Africa.

My Human Capital expertise focuses on diagnosing HC solutions for business success and employee engagement to achieve strategic business objectives".