**Boitumelo Orenisi**

Knowledge, Training & Development Manager

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**SUMMARY OF COMPETENCIES:**

* Seasoned Change Management and Training Professional with experience in leading project delivery teams.
* Experience in leading teams of multi-disciplinary professionals in various sectors including financial services, telecoms, consulting, and professional services.
* Detail-oriented and focused on maintaining projects within time and budget while continuously identifying opportunities for learning and process improvements.
* **Over twenty (20) years** of experience in providing effective Communications, Change Management and Training services to various organizations and helping them improve their efficiency, productivity and improve adoption of their organizations culture.
* Led transformational change strategy projects in two banks and an insurance company operating across multiple countries in South Africa, Nigeria, Kenya, Senegal, and Cote D’Ivoire. These projects were aimed at creating a new performance and innovative thinking culture across these organizations business. In people terms, these initiatives engaged over 50 000 people.
* Partnered with and coached mid and senior management in various organization on managing change and understanding the intersection of people, process, and technology.
* Provided change and thought leadership to ensure leadership alignment to the change strategy.
* Demonstrated a clear understanding of project management tools and techniques and utilized same in leading programs.
* Utilized good stakeholder relationships management skills to achieve program’s strategic directives and deliver value for clients.
* Well-versed in project management delivery, ensuring successful initiation, planning, execution, monitoring, controlling and closure.
* Deadline driven with strong planning and execution skills

**skIlls**

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| * Project Management | * Advanced Communication Skills |
| * Stakeholder engagement & Management | * Problem Solving |
| * Adkar Methodology * Design Thinking | * Adaptability * Facilitation and Training |
| * Analytical skills | * Tools: MS Office |
| * Strategic thinking | * Coaching & Mentoring |
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LEADERSHIP HIGHLIGHTS: SOUTH AFRICA

* Founding Member: South African. - Democratic Republic of Congo Chamber of Commerce (2010 - 2021)
* Member of the Damelin College Randburg Industry Advisory Council (2007 -2017)
* Member of the Board of the South African Graduates Development Association (2002 – 2018)
* Trustee – SAGDA Trust (2002-2011)

**work Experience**

**Consultant – Systemic Logic Group** January 2017 – Present / South Africa (2017-06/2019 full time, in office. 06/2019 till present -remote)

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| * Initiated the implementation of a culture of innovation in three organizations in the fintech space across 7 African countries. * Created systems for continuous improvements and maximized value for clients by launching a culture of innovation within their teams. * Developed client proposals outlining project structure, approach, and implementation plan. * Collaborated and ensured alignment across all stakeholder groups to deliver project objectives. * Developed templates for Project Reporting. * Wrote thought leadership articles for internal consumption on innovation in Fin Tech to bring alignment between middle and senior management. * Developed content for training on innovation, the Business Model Canvass and coaching and mentoring. * Led transformational change strategy within two client banks to create a new performance culture and drive higher levels of innovation and strategic thinking. * Determined priority areas to meet contractual requirements on time and within budget. * Designed project governance and monitoring processes. * Coached, Mentored, and offered advisory services to middle management on fostering a culture of innovation and learning. |

**Founder- Engage Afrika Consulting** 01/ 2016– 12/2016-South Africa

* Hosted business sessions for Intra-Africa business development.
* Collaborated with leadership teams from Start-up Bootcamp Africa to launch and scale new start-ups.
* Offered business writing services such as business plans and opinion pieces.
* Offered research services for small to medium enterprises.
* Offered advisory and business skills services for SMME’s.
* Offered change management strategy, planning and implementation support to businesses.

**Communications Manager – Telkom & Business Connexion** 01/2016 – 03/ 2016 South Africa

* Drove the adoption and implementation of the change and communication strategy.
* Managed stakeholder engagement.
* Responsible for reporting on change adoption to senior management.
* Partnered with internal business stakeholders, subject matter experts and thought leaders to develop internal and external content to highlight purpose-driven project outcomes and expected culture adoption.
* Produced internal newsletter and employee communications to keep personnel informed of corporate events and programs.

**Change & Communication Manager - Transnet** 02/2013 – 12/2015 South Africa

* Designed a change impact assessment tool that showed all the changes to be brought on by the project versus what was currently in place. A tool that showed the people, process, and technology changes.
* Managed staff training on the changes that resulted in standardized reporting across fifteen business units in 9 provinces, with multiple offices in each region.
* Drove project reporting to the Steering Committee and Senior Leadership.
* Managed the centralization of project deliverables from all units.
* **Senior Change Management Consultant – Eskom** 01/2011 – 12/2012 South Africa
* Designed and implemented tools such as surveys to gather high-quality data and insights.
* Collaborated with stakeholders to contribute recommendations and deliver client objectives.
* Engaged subject matter experts to bring highest level of expertise and service to engagement.
* Formulated implementation plans, evaluating effectiveness of actions and programs.
* Defined and framed complex issues for easier communication and developed processes to support decision making.
* Created training programs to support organizational changes involving employees' day-to-day operations across 9 regions.

**General Manager - NAFCOC** 12/2009– 02/2011 South Africa

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| * Full spectrum management of the organization * From strategy formulation to management * Including financial control * Responsible for fifty staff across 9 provincial offices and 15 head office staff * Designed sales and service strategies to improve revenue and retention of members * Guided management and supervisory staff to promote smooth operations. * Recruited, interviewed, and hired qualified staff for open positions. * Recruited, trained, and empowered employees to achieve key performance indicators. * Delivered exceptional client experiences through hands-on leadership of associates and managers. |

**Corporate Affairs Manager - NAFCOC** 12/2006- 11/2009 South Africa

* Delivered exceptional client experiences through hands-on leadership of managers and all staff within the divisions under my management.
* Complied with company policies and government regulations to prevent and detect rule violations and protect organization from fines and lawsuits.
* Guided line management and supervisory staff to promote smooth operations.
* Conducted employee evaluations to provide adequate feedback and recognize quality performance.
* Developed, maintained, and deepened strategic partnerships with agencies, vendors, and other chambers of commerce.

**Senior Account manager – Jenni Newman PR**  01/2006– 11/2006

**Student Affairs & Stakeholder Relations Manager -AFDA** 04/2006 – 12/2006

**Marketing & Community Development Manager - CIDA City Campus** 03/2003 -03/2006

**Events Manager – Corporate Fusion** 08/2002 – 02/2005

**Events Co-Ordinator – Bat Centre Trust** 11/2001 – 08/2002

**Financial Advisor – Old Mutual PFA** 05/2000 – 10/2001

**Public Relations assistant – Greater Nigel Municipality** 01/1999 – 03/2000

**Education**

Yorkville University - Fredericton, New Brunswick - Canada Masters **in Adult Education** *04/2022*

Wits Business School - Johannesburg, - South Africa Management Advanced Program *01/2006*

Tshwane University of Technology - Pretoria, Gauteng – South Africa 3yr National Diploma **in Public Relations Management** *01/1999*