

## Geoffrey N. Kambare

### 1.0 Strategy; Business Consultancy; & Human Resources Practitioner

A progressive Strategy & Business Solution Consultant, with expertise in: –

- ✓ Strategic Planning & Strategy Reviews
- ✓ Business Effectiveness
- ✓ Talent Development and Management
- ✓ Human Capital Management
- ✓ Learning and Development - Training
- ✓ Business Transformation

Possessing more than 30 years of experience leading business strategy and human capital, for reputable organizations across diverse industries

A respected leader of creative strategy conceptualization & strategy orchestration, that effectively reinforces and builds strong brands

Astute Business Intelligence practitioner, with wide consultancy expertise & experience spanning diverse industries

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### 2.0 Skills Sets

Strategic Planning & Strategy Reviews	Business Productivity Management (360*)
Organizational Development	Talent Development & Management
Employee Engagement Management	Customer Experience Management
Culture & Change Management	Team Bonding & Team Building
Leadership Effectiveness Development	Conference Production & Management
Strategic Placements	Workshop Facilitation

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### 3.0 Education

**Current Studies** - Doctor of Philosophy (PhD) in Entrepreneurship - MSU –  
Commenced 2017

[Research Topic: *Entrepreneurship and Strategic Transformation towards Corporate Renewal in Zimbabwe*]

Executive Masters in Business Administration Degree (*MERIT*) - NUST (2004)

Bachelor of Business Studies (Honours Degree) (2.2) - University of Zimbabwe (1986)

GCE Advanced Level - Harare High (1983)

GCE Ordinary Levels - Murewa High (1981)

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## 4.0 Intellectual Projects

### 4.1 Part Time Lecturer (*Management Development Program – ZESA*) (2017 – Current)

- ✓ Operations Management & Supply Chain Effectiveness
- ✓ Marketing & Customer Service
- ✓ Strategic Planning & Effective Project Management
- ✓ Building a High-Performance Culture through Employee Engagement

***College of Business Leadership, Peace and Governance – Africa University***

### 4.2 Part Time Lecturer (2017 – 2019)

- ✓ Brand Management
- ✓ Supply Chain Management
- ✓ Consumer Behaviour

***Department of Retail & Logistics - Faculty of Commerce – Midlands State University***

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## 5.0 Associations / Memberships

Institute of Directors ( <i>Zimbabwe</i> )	-	Member ( <i>ZM12157</i> )
Marketers Association of Zimbabwe	-	Member ( <i>K0032</i> )
Institute of Directors ( <i>Southern Africa</i> )	-	Member
Marketing Association of South Africa	-	Member
Direct Marketing Association ( <i>South Africa</i> )	-	Member
National University of Science & Technology	-	Industrial Patron ( <i>2003 – 2008</i> )

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## 6.0 Consultancy – Disciplines

Corporate / Business Strategy	Seven Habits of Highly Effective People
Corporate Culture Change	Thinking Preferences – Whole Brain Thinking
Project Management	Leadership Development
Ethics & Corporate Governance	Management Development
Transformation & Turnaround Strategies	Supervisory Development
Commercialization Strategies	Human Capital Management
Conferences & Exhibitions Management	Change Management
Learning and Development (Training)	Coaching & Mentoring

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## 7.0 Countries of Work Experience

Zimbabwe, South Africa, Zambia, Malawi, Mozambique, Botswana and Namibia (*Marketing; Sales & Consultancy*)

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## 8.0 Business Intelligence; Strategic Capabilities & Experience

### 8.1 Strategy Review & Strategic Planning Facilitation

Period	Assignment	Country	Responsibility	Client Details & Venue
2021	<b>Strategy Plan &amp; Annual Performance Review</b>	Zimbabwe	Lead Facilitator	<b>City Parking Pvt Ltd</b> (Nyanga)
2021	<b>Strategic Planning &amp; Performance Inaugural Review</b>	Zimbabwe	Lead Facilitator	<b>Gweru City Parking Pvt Ltd</b> (Mutare)
2021	<b>Strategic Economic Review</b>	Zimbabwe	Lead Facilitator	<b>City Parking Pvt Ltd</b> (Nyanga)
2021	<b>Business Investments Workshop – Board &amp; EXCO</b>	Zimbabwe	Lead Facilitator	<b>City Parking Pvt Ltd</b> (Darwendale)
2021	<b>Inaugural Strategic Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Vorx Printers Pvt Ltd</b> (Harare)
2021	<b>Inaugural Strategic Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Gweru City Parking Pvt Ltd</b> (Bulawayo)
2020	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>City Parking Pvt Ltd</b> (Nyanga)
2020	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>The Law Society of Zimbabwe</b> (Harare)
2020	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Legal Resources Foundation</b> (Harare)
2020	<b>Strategy Planning Review [COVID-19]</b>	Zimbabwe	Co-Facilitator	<b>Alpha Media Holdings</b> (Harare)
2020	<b>Strategy Planning Review [COVID-19]</b>	Zimbabwe	Lead-Facilitator	<b>Kneebowe Trading</b> (Harare)
2020	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Alpha Media Holdings</b> (Chengeta)
2020	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Kneebowe Trading</b> (Bulawayo)
2019	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Fidelity Printers &amp; Refiners</b> (Harare)
2019	<b>Strategy Planning; Implementation Training</b>	Zimbabwe	Lead Facilitator	<b>Federation of Disabled Persons Zimbabwe</b> (Bulawayo)
2019	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Kneebowe Trading</b> (Division of Grain Marketing Board of Zimbabwe) (Kariba)
2019	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Facilitator	<b>Kidzcan Zimbabwe</b> Children's Cancer Relief (Chengeta Safari Lodge)

2019	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Jacob Bethel Corporation</b> (MIPF Board Room) (Harare)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Fidelity Printers &amp; Refiners</b> (FPR) (Holiday Inn Harare)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Mining Industry Pension Fund</b> (MIPF) (Kariba)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>PEACE Security Private Ltd</b> (Harare)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Zimbabwe Asset Management Company</b> (ZAMCO) (Harare)
2018	<b>Strategy Plan Presentation to the Board</b>	Zimbabwe	Presenter	<b>City Parking</b> (Vumba)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>City Parking</b> (Victoria Falls)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Lead Facilitator	<b>Habitation of Hope</b> (NGO) (Harare)
2018	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Marondera University of Sciences &amp; Technology</b> (MUASt) (Marondera)
2018	<b>Marketing &amp; Sales Strategic Planning Workshop</b>	Zimbabwe	Lead Facilitator	<b>BETA Holdings</b> (Harare)
2017	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Peace Security Private Ltd</b> (Harare)
2017	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Eaglesvale Junior &amp; Senior School</b> (Harare)
2017	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Schweppes Zimbabwe</b> (Harare)
2017	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Astro Mobile</b> (Harare)
2016	<b>Strategy &amp; Marketing Think Tank Forum</b>	Zimbabwe	Co-Founder	<b>Strategy &amp; Marketing Think Tank Forum</b> (SM2TF) (Harare)
2013	<b>Strategic Review &amp; Planning Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Allied Timbers</b> (Mutare)

## 8.2 Special Projects

Period	Name of Project	Country	Responsibility	Client Details & Venue
2021	<b>Board (Council) Performance &amp; Governance Evaluation</b>	Zimbabwe	Co-Facilitator	<b>Institute of Directors Zimbabwe</b> (Harare)
2021	<b>Whole Brain Thinking (Thinking Preferences Assessments &amp; Training)</b>	Zimbabwe	Co Facilitator	<b>City Parking</b> (Troutbeck Nyanga)
2021	<b>Organizational Design &amp; Restructuring</b>	Zimbabwe	Lead Facilitator	<b>City Parking</b> (Pamuzinda Lodge)
2019	<b>Procurement Policy Manual Drafting</b>	Zimbabwe	Lead Facilitator	<b>Securities Exchange Commission of Zimbabwe</b> (Harare)
2019	<b>Culture Transformation Assessment</b>	Zimbabwe	Co Facilitator	<b>National Oil Company of Zimbabwe</b> (National sites)
2019	<b>Contracts Novation</b>	Zimbabwe	Lead Consultant	<b>Chengetedzai Depository Corporation</b> (Harare)
2018	<b>Job Evaluation - Grading &amp; Salary Benchmarking</b>	Zimbabwe	Lead Consultant	<b>National Employment Council for the Insurance Industry</b> (NECII) (Harare)
2018	<b>Job Evaluation - Grading &amp; Salary Benchmarking</b>	Zimbabwe	Lead Consultant	<b>JF Kapnek</b> (NGO) (Harare)
2014	<b>Balanced Score Card Training &amp; Facilitation</b>	Zimbabwe	Co-Facilitation	<b>Hwange Colliery Company Ltd</b> (Hwange)
2013	<b>Job Evaluation Training &amp; Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Zimbabwe Revenue Authority</b> (ZIMRA) (Harare)

## 8.3 Learning & Development (*Training*)

Period	Name of Project	Country	Responsibility	Client Details & Venue
2021	<b>Balance Scorecard Refreshers Training (BSC)</b>	Zimbabwe	Facilitator	<b>City Parking</b> (Harare)
2021	<b>Customer Experience Management (CXM)</b>	Zimbabwe	Facilitator	<b>Old Mutual</b> (TCFL Harare)
2021	<b>Client Relationship Management (CRM)</b>	Zimbabwe	Facilitator	<b>TelOne</b> (Harare)
2021	<b>Client Service Workshop</b>	Zimbabwe	Facilitator	<b>TelOne</b> (Harare)
2021	<b>Effective Report Writing - Internal Auditors Training</b>	Zimbabwe	Facilitator	<b>TelOne</b> (Harare)
2020	<b>Managing Stress at the Workplace Training</b>	Zimbabwe	Facilitator	<b>TelOne</b> (Harare)

2020	<b>Balanced Score Card</b> (Implementation Training)	Zimbabwe	Co-Facilitator	<b>Zimbabwe Stock Exchange</b> (Harare)
2020	<b>Leadership, Team &amp; Personal Effectiveness Training</b>	Zimbabwe	Co- Facilitator	<b>Zimbabwe Asset Management Company - ZAMCO</b> (Harare)
2019	<b>Empowerment, Life Skills &amp; Career Coaching Training</b>	Zimbabwe	Lead Facilitator	<b>Zimbabwe Albino Association – ZIMAS</b> (Harare)
2019	<b>Balanced Scorecard Implementation Training</b>	Zimbabwe	Lead Facilitator	<b>City Parking</b> (Harare)
2019	<b>Effective Customer Care Training</b>	Zimbabwe	Lead Facilitator	<b>African Sun Casino</b> (Harare)
2019	<b>Building Fundraising Capacity Training</b>	Zimbabwe	Lead Facilitator	<b>Federation of Disabled Persons in Zimbabwe</b> (Harare)
2019	<b>Customer Experience (CX) Training</b>	Zimbabwe	Lead Facilitator	<b>TelOne</b> (Nationwide)
2019	<b>Standard Operating Procedures Formulation &amp; Implementation Training</b>	Zimbabwe	Lead Facilitator	<b>Federation of Disabled Persons Zimbabwe</b> (Bulawayo)
2019	<b>Board Training</b>	Zimbabwe	Co-Facilitator	<b>Federation of Disabled Persons Zimbabwe</b> (Harare)
2019	<b>Industrial Relations Training</b> (Committee)	Zimbabwe	Lead Facilitator	<b>SinoZim Cement</b> (Gweru)
2019	<b>Dignity in the Workplace Training</b> (Executives)	Zimbabwe	Co Facilitator	<b>Steward Bank</b> (Parklands Business Venue - Harare)
2019	<b>Dignity in the Workplace Training</b> (Management)	Zimbabwe	Co Facilitator	<b>Steward Bank</b> (Holiday Inn - Harare)
2019	<b>Board Induction Training</b>	Zimbabwe	Lead Facilitator	<b>City Parking</b> (Kadoma Hotel & Conference Centre)
2018	<b>People Management Skills Training</b>	Zimbabwe	Lead Facilitator	<b>Zimbabwe Revenue Authority</b> (ZIMRA) (Harare)
2018	<b>Effectiveness Training</b> - Communications; Business Etiquette; Emotional Intelligence & Event Hosting Training	Zimbabwe	Lead Facilitator	<b>TelOne</b> – Southern Region (Gweru) <b>TelOne</b> – Harare Region (Harare) <b>TelOne</b> – Northern Region (Chimanimani)
2018	<b>Sexual Harassment Workshop</b>	Zimbabwe	Co-Facilitator	<b>National Blood Services Zimbabwe</b> (Harare)
2018	<b>Sexual Harassment Workshop</b>	Zimbabwe	Co-Facilitator	<b>Public Workshop</b> –Crowne Plaza Hotel (Harare)

2018	<b>Disciplinary Management Workshop</b>	Zimbabwe	Lead Facilitator	<b>Masimba Construction</b> (Harare)
2018	<b>Workers Committee Capacity Building</b> - Business Appreciations & Team Building	Zimbabwe	Lead Facilitator	<b>Tobacco Processors of Zimbabwe</b> (Harare)
2018	<b>Works Council Appreciation Training</b>	Zimbabwe	Lead Facilitator	<b>CAILOGISTICS</b> – Executives & Workers Committee Representatives (Harare)
2018	<b>Personal Effectiveness Training</b>	Zimbabwe	Lead Facilitator	<b>Masimba Construction</b> – Managers & Supervisors (Harare)
2018	<b>Operations Management - MDP Program</b>	Zimbabwe	Facilitator	<b>Africa University &amp; ZESA</b> (Harare)
2018	<b>Industrial Relations Training (Committee)</b>	Zimbabwe	Lead Facilitator	<b>Zimbabwe Agricultural Development Trust (ZADT)</b> (Harare)
2018	<b>Industrial Relations Training (Committee)</b>	Zimbabwe	Lead Facilitator	<b>CAILOGISTICS</b> – Cairns & Lobels (Harare)
2018	<b>Effectiveness Training for PAs &amp; Secretaries</b>	Zimbabwe	Lead Facilitator	<b>Harare Institute of Technology (HIT)</b> (Harare)
2018	<b>Marketing &amp; Sales Strategic Planning Workshop</b>	Zimbabwe	Lead Facilitator	<b>BETA Holdings</b> (Harare)
2018	<b>Grooming &amp; Good Manners Training</b>	Zimbabwe	Lead Facilitator	<b>Eaglesvale School</b> (Harare)
2017	<b>Management Development Program –</b>	Zimbabwe	Co- Facilitator	<b>Untu Microfinance</b> (Kwekwe)
2017	<b>Effectiveness Training –</b> Emotional Intelligence; Personal Branding	Zimbabwe	Co-Facilitator	<b>Zimbabwe Agricultural Development Trust</b> (Harare)
2016	<b>Creative Marketing Indaba</b>	Zimbabwe	Co-Producer, Marketer & Host	<b>Public Programme</b> (Harare)
2016	<b>The Cutting Edge in Marketing Seminar-</b> Shaping up to a Success Mindset	Zimbabwe	Coordination, Pitching & Co-Presentation	<b>Strategy &amp; Marketing Think Tank Forum (SM2TF)</b> (Harare)
2014	<b>Balanced Score Card Training &amp; Facilitation</b>	Zimbabwe	Co-Facilitation	<b>Hwange Colliery Company Ltd</b> (Hwange)
2013	<b>Job Evaluation Training &amp; Facilitation</b>	Zimbabwe	Co-Facilitator	<b>Zimbabwe Revenue Authority (ZIMRA)</b> (Harare)
2013	<b>Business Transformation Module</b>	Zimbabwe	Topic Research, Module Writing	<b>Best Practices / Powertel</b> (Harare)
2012	<b>HIV and Aids Conference Production</b> (Research, & staff Training on pitching)	South Africa	Researcher & Producer	<b>Hammeloh Investments</b> (Johannesburg – SA)

2011	<b>Customer Care Training</b>	South Africa	Facilitator	<b>Aluminum Action</b> (Johannesburg – SA)
2011	<b>HIV and Aids Conference Production</b> (Research, Staff Training on Pitching)	Zimbabwe	Researcher & Producer	<b>Zimbabwe Consortium</b> (Johannesburg – SA)

#### 8.4 Employee Engagement

Period	Name of Project	Country	Responsibility	Client Details & Venue
2019	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>TelOne</b> (Harare)
2019	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>FBC Holdings</b> (Harare)
2019	<b>Focus Group Findings Training on Leadership &amp; Communication</b>	Zimbabwe	Lead Facilitator	<b>TelOne</b> (Nationwide)
2019	<b>Employee Engagement Training (Executives &amp; Managers)</b>	Zimbabwe	Lead Facilitator	<b>TelOne</b> (Chinhoyi, Bindura, Mutare, Bulawayo, Harare)
2019	<b>Focus Group Discussions – Best Employer Survey</b> (Staff)	Zimbabwe	Lead Facilitator	<b>TelOne</b> (Chinhoyi, Bindura, Mutare, Byo, Gweru, Masvingo, Hre)
2018	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>Zimbabwe Energy Regulatory Authority (ZERA)</b> (Zimbabwe)
2018	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>FBC Holdings</b> (Nation-wide)
2018	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>Edgars Group</b> (Nation-wide)
2018	<b>Employee Engagement &amp; Culture Transformation Workshop</b> – Importance, Imperatives & Benefits	Zimbabwe	Lead Facilitator	<b>TelOne</b> – Southern Region (Gweru)
2018	<b>Culture Transformation &amp; Employee Engagement Training</b>	Zimbabwe	Lead Facilitator	<b>City of Harare</b> -(Managers & Supervisors) (Harare)
2018	<b>Focus Group Discussions</b> - Work Life Balance; Health & Safety & Business Improvement	Zimbabwe	Co-Facilitator	<b>Edgars Group</b> (Harare & Bulawayo)
2018	<b>Employee Engagement Survey</b> - Results Presentation	Zimbabwe	Co-Facilitator	<b>FBC Holdings</b> (Nation-wide)



2018	<b>Employee Engagement Survey</b> - Results Presentation & Roll Down	Zimbabwe	Co-Facilitator	<b>TelOne</b> - Stations (Nation-wide)
2018	<b>Employee Engagement Survey</b> - Results Presentation & Roll Down	Zimbabwe	Co-Facilitator	<b>TelOne</b> – Senior Management (Harare)
2017	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>TelOne</b> (Nation-wide)
2017	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>FBC Holdings</b> (Nation-wide)
2017	<b>Employee Engagement &amp; Culture Survey</b>	Zimbabwe	Co-Facilitator	<b>Edgars Group</b> (Nation-wide)

### 8.5 Team Building Facilitation

<b>Period</b>	<b>Name of Project</b>	<b>Country</b>	<b>Responsibility</b>	<b>Client Details &amp; Venue</b>
2019	<b>Team Building Facilitation</b>	Zimbabwe	Lead Facilitator	<b>African Development Bank</b> – Country Office ZW (Vumba)
2019	<b>Strategic Planning &amp; Team Building</b>	Zimbabwe	Lead Facilitator	<b>Kneebowe Trading</b> (Kariba)
2019	<b>Strategic Planning &amp; Team Building</b>	Zimbabwe	Facilitator	<b>Kidzcan Zimbabwe</b> (Chengeta Safari Lodge)
2019	<b>Team Building Workshop</b>	Zimbabwe	Lead Facilitator	<b>First Mutual Limited</b> (Bushman Rock)
2018	<b>Team Building Workshop</b> HR Department	Zimbabwe	Co-Facilitator	<b>PSMI</b> (Chengeta Safari Lodge)
2018	<b>Team Building Workshop</b>	Zimbabwe	Lead Facilitator	<b>Sovereign Health</b> – (Tree of Life - Ruwa)
2018	<b>Team Building Workshop</b>	Zimbabwe	Lead Facilitator	<b>Escrow Group</b> (Harare)
2018	<b>Team Building Workshop</b> Managers, Councilors & Supervisors	Zimbabwe	Co-Facilitator	<b>City of Harare</b> (Mutare)
2017	<b>Team Building Workshop</b>	Zimbabwe	Lead Facilitator	<b>Zimbabwe Agricultural Development Trust</b> (Nyanga)
2017	<b>Team Building Workshop</b>	Zimbabwe	Lead Facilitator	<b>UNHCR</b> (Victoria Falls)

## 8.6 Placements (*Recruitment*)

Period	Name of Project	Country	Responsibility	Client Details & Venue
2021	<b>Recruitment – Boiler Makers X 3</b>	Zimbabwe	Consultant	<b>Beta Holdings</b> (Harare)
2021	<b>Recruitment – Fitter &amp; Turners X 3</b>	Zimbabwe	Consultant	<b>Beta Holdings</b> (Harare)
2021	<b>Recruitment – Finance Manager</b>	Zimbabwe	Consultant	<b>Frazier Logistics</b> (Gweru)
2021	<b>Recruitment – Internal Audit Manager</b>	Zimbabwe	Process Coordination	<b>City Parking</b> (Harare)
2019	<b>Placement – City Coordinators</b>	Zambia	Panelist	<b>Hivos – Zimbabwe</b> (Harare)
2019	<b>Placement – Monitoring &amp; Evaluation Officer</b>	Zimbabwe	Panelist	<b>Hivos Zimbabwe</b> (Harare)
2019	<b>Placement – CEO</b>	Zimbabwe	Consultant	<b>Deposit Protection Corporation</b> (Harare)
2019	<b>Placement – Director General</b>	Zimbabwe	Consultant	<b>ZAPF – Zimbabwe Association of Pension Funds</b> (Harare)

## 9.0 Professional Experience - Key Contributions & Attributes

Diverse professional experience has resulted in some notable accomplishments among them being:-

Leading the formation of own Consultancy Enterprise – **Enlightened Minds Africa** from **December 2020**

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Leading **Projects** from **August 2019** to **November 2020** for **Distinctive Consultancy Services** - a multi-discipline consulting firm as the **Projects Director**, having been in charge of **Consultancy, Training, Business Development & Administration** functions as the **Lead Consultant, September 2018** after joining as the **Executive Consultant – Business Development, June 2017 to August 2018**)

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Coordinated the Human Resources & Staff Development division for **Hammer & Tongues Africa Holdings Group**; a diversified holdings company (*Auctioneers, Money Lenders, Real Estate, and Farming*) and its Sister Company – **Africa Gaming**; as a **Group Human Resources Executive, May 2015 to May 2017**. Spearheaded the setting up of a Training Centre as a **Business Consultant, February 2014 – April 2015**

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Contributed to the production of business intelligence products & services for clients & streamlining the administrative function for the consultancy firm at **Best Practices**; an established consulting firm, as an **Executive Consultant, 2013**. Involved in the **Balanced Score Card** training & implementation for **Hwange Colliery Company Limited** as a way of facilitating their turn around

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Developed the business from a 3 member – 1 vehicle team to a 15 members - 5 vehicles entity in aluminum repairs & maintenance at **Aluminum Action South Africa**; an aluminum manufacturing, repairs & maintenance firm as a **Manager / Business Consultant, 5/ 2010 – 7/ 2013**

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Developed & launched **Corporate Governance Conferences** at **Advantage Training South Africa**; as a **Producer & Team Leader - Conference Sales, 9/ 2009 – 5/ 2010**, with resounding success, in 2010. The pioneering conference sold more than **100 seats**. These developed into flagship conferences for this company

Successfully managed the teams of sales consultants on the following conferences:

- Corporate Governance
  - White Collar Crime (*Fraud*)
  - HIV and Aids
  - Strategic Human Resources
  - Asset Management
  - Effective Secretaries & Office Administrators
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Overallly managed **Lwelapanda Business Intelligence South Africa**; as a **General Manager - Conference Production, Marketing & Sales, 4/ 2009 – 9/ 2009** – managed conference production, presentations, conference packaging, conference marketing & sales, delegate management, special events, after sales relationship management for the following conferences:

- Public Health Facilities Management
  - Poverty Alleviation
  - Strategic Fleet Management
  - Effective Event & Time Management
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Successfully produced a conference on **HIV and Aids** hosted in **Zimbabwe** by a consortium of **Zimbabweans based in South Africa**, the conference attracted 56 high level delegates.

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Led & guided the advertising sales staff in obtaining quality advertisements for the 2<sup>nd</sup> Edition of the 2010 Special Magazines at **Gratitude Publishers South Africa**; and **Woota Publishers South Africa**; as a **Call Centre Manager - Magazine Publication, 10/ 2008 – 3/ 2009**, with 15% more pages than the previous copy by utilizing vibrant **key account management strategies**.

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Managed to convince **South Africa, the South African Airways and other regional countries** to increase the number of exhibitors, amidst an economic meltdown of unprecedented proportions in Zimbabwe. Successfully trained exhibitors on all aspects of successful exhibitions at the **Zimbabwe International Trade Fair**; a full service exhibitions, marketing & sales organisation as a **Marketing & Public Relations Manager** in **2008**.

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Accelerated promotion at **BMA Fasteners** a steel fastener manufacturing, marketing, sales & customer development as a **Marketing Executive (Director Level), 2003 – 2008** from **Marketing & Sales Manager, 2001 – 2003**, as a result of excelling in all aspects of the domestic market management, underpinned by volume; revenue & profit turnaround, & very strong key account management principles & practices.

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Pioneered the retail sales operations management with the development of a one-stop-shop concept with an improved range of merchandise as it incorporated accessories to the steel products at **Ziscosteel Bulawayo Distribution Centre**; a steel & steel accessories retailing division of **Ziscosteel** as a **Retail Manager, 2000 – 2001**

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Successfully launched and established the **Econet Brand** in the **Southern Region of Zimbabwe**; as a **Regional Manager, 1998 – 2000**, with excellent systems & operational excellence in 1998

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Spearheaded unique student development for **3<sup>rd</sup> year - National University of Science and Technology**, Bachelor of Commerce university student attaches who were selected through a rigorous interviewing process rendering the majority of successful attachment candidates eligible for employment upon completion of their 4<sup>th</sup> year studies, as an **Industrial Patron**

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Elected among the team which developed the **pioneering local brands (Zambezi and Bohlingers)** & achieving a string of promotions for **National Breweries**; a division of **Delta Corporation, Zimbabwe**, as a **Regional Marketing Manager, 1996 – 1998; Sales Manager, 1996; Manager – District Operations, 1994 – 1996; Depot Manager – Masvingo, 1993 – 1994; Senior Sales Representative - Gweru, 1990 – 1993; Sales Representative - Bulawayo, 1990**.

Won the **National Breweries** national depot-of-the-year competition as head of **Masvingo Depot** ahead of big established depots in Harare, Bulawayo, Gweru and Mutare

Upgraded to **Senior Sales Representative** within six months of appointment to the position of **Sales Representative** following the implementation of a unique **outlet development model**, which looked at all aspects of ambience, hospitality, product availability, customer care, relationship development & maintenance.

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**Exports successes** - developed strong relationships with export customers, intermediaries & stakeholders culminating in repeat purchases & market penetration, while achieving the desired foreign currency streams for **National Breweries, ZiscoSteel, BMA Fasteners & the Zimbabwe International Trade Fair**

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A member of the **Zimbabwe Republic Police** Think Tank as a **Section Officer / Assistant Inspector – Administration & Strategy for Bulawayo Province 1988 – 1990**, which developed & launched successful initiatives – **The Police Service Charter, Visible Policing, Neighborhood Policing** and **Team Building** for the highly diversified **post-independence police force**.

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Geoffrey has been extensively involved in the **strategy development, strategic planning, strategy execution, strategy monitoring, strategic review & evaluation; human resources capacity development; marketing & customer experience projects**.

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