

Professional Profile

Jennie de Kooker



Jennie is passionate about developing people and seeing individuals, leaders and organisations thrive. As a Principal People & Change Consultant, Jennie is passionate about **Engagement, Empowerment and Enablement**, building Professional Partner Networks enabling synergistic opportunities across diverse business verticals through convergent collaboration.

A **Proactive & Progressive** thinking HR Professional who thrives on being a catalyst for inspiring a collaboratively driven high-performance culture that engages and builds relationships with all individuals, across all levels within the workforce community.

As an HR Professional, Jennie has been involved in various aspects of the Strategic, Operational & Specialist Human Resource (HR) Portfolio for over 21+ years.

An experienced HR Professional both in start-up & renowned (inter) national organisations, such as: Dimension Data, FibreCo Telecommunications, American Tower Corporation & Symbiotics.

Consulting focus areas are as follows – Transformational Organisation Design & Change Management, Design, Development & Implementation of Job Frameworks including Salary Benchmarking; Employee Value Proposition, Assessment Solutions, Talent Mapping, Talent Acquisition, HR Governance and Policy Framework, Corporate Wellness Programmes, Internal Communication & Marketing on Digital Platforms as well as Project & Programme Management of all solutions.

Key Change & Organisational Effectiveness Projects successfully delivered across **South Africa, Africa & Globally** taking a holistic, human-centric approach across the full organisational eco-system of people, process & systems:

- HR Systems Implementation's - introducing Taleo (ATS) to enable **Strategic Talent Acquisition** across Internet Solutions, Plessey, and Dimension Data Systems Integration in 2011-2012.
- Internet Solutions – **Employee Value Proposition Deployment, Talent Mapping** within the services business at a National level including an **Assessments Deployment project** in 2011-2012.
- Dimension Data **Job Framework Design, Development & Implementation** in 2013.
- **Organisational Design, Programme and Project Management Project implementing a Finance Shared Services Operating Model** for Dimension Data Systems Integration in South Africa, partnering with Deloitte Human Capital in 2014-2015.
- Operating Model Blueprint which was an end-to-end Organisational Effectiveness Project with a primary focus on **Organisational Design and Change Management implementation** across Dimension Data Middle East Africa partnering with QBIT Africa in 2015-2016. The mandate of this Project was as follows:
 - To assess, unpack and clarify the intent and application of the envisaged operating model, with the purpose of clarifying, expanding, and developing Operating Model Principles (Design Principles).
- These Principles were tested and developed through facilitated and consultative processes and signed off by related governance forums. It was envisaged that these principles be applied in the Operating Model Blueprint if appropriate to:
 - Align structure for the Gauteng Territory, Business Units and Service Units
 - Clarify roles and related accountabilities
 - Map high-level process and clarify process "handshakes" between multiple business areas
- Development of a **Strategic Capability Framework** within Dimension Data Group for the **Global Security Business Unit** in the capacity of **Workforce Capability Consultant**.
- Working on **Africa Regional HR Projects** within American Tower Corporation (ATC), from concept to delivery, partnering with in-country Heads of HR to ensure alignment on HR Strategy across South Africa, Uganda, Ghana, Nigeria, Kenya, Burkina Faso & Niger. Partnering with CEO's and Heads of HR on various **Change initiatives relating to the introduction of a new Africa Strategy**; as well as Project Managing a Business-Critical **Mobility Program for Africa with Global Partners** as well as managing **New Market Entries (Ethiopia)** in 2019-2020.

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