



# ITSENG MASHADZA

Senior Organisational Development Consultant

## CONTACT

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## SKILLS

Project Management

Culture development

Change Management

Organisational design

Psychometric Assessments

Recruitment and Selection

## ABOUT

Consultant in the Human Capital space. Her primary focus is change management, organisation design, and human resources transformation. Aims to use people data to inform clients on the best people and structures for their organisations.

## PROJECT EXPERIENCE

January 2023– October

2023

Illovo Sugar | FMCG

### People and Change Management Lead

Defining, planning, implementing and measuring change of the SAP Implementation within Malawi. This involved planning, implementing and executing large scale people change initiatives from scoping, team identification, setting governance structures, mobilising change coalitions and cadence building.

June 2022 – December 2022

Tongaat Hulett | FMCG

### Organisational Effectiveness & Talent Management

#### Project Overview and Responsibilities:

In this role I was responsible for assisting OD and Change Management interventions with key change delivery initiatives to optimise business performance and ensure capability growth to meet business and HR strategies. This included the development and implementation of a culture program in Mozambique, Zimbabwe and South Africa.

June 2022 – November 2022

BpSA | Petroleum

### Organisational Development and Design

#### Project Overview and Responsibilities:

The project included operating model redesign and implementation. As a consultant on the project, I was responsible for assisting with the stress testing of the organisational design, drafting of the change impact assessment, and reviewing and drafting of the to-be job profiles while engaging with various business units to implement. Coaching and skills transfer were important in ensuring the success of the project.

December 2021 – January 2022

National Agricultural Research and Development Agency | Research

### Project Manager

#### Project Overview and Responsibilities:

The project included matching of individuals on to new organisational structure. As the project manager I was responsible for liaising with stakeholders, and development and execution of project methodology.

## EDUCATION

MPhil Industrial Psychology

University of Johannesburg

2017–2019



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## PROJECT EXPERIENCE CONT.

- October 2020– April 2021  
Botswana National Productivity Centre | Parastatal  
**Consultant**

**Project Overview and Responsibilities:**  
This project encompassed developing job profiles for the new organisational structure, recruitment and selection, and administration of assessment centres. As a consultant I was responsible for development of the job profiles and facilitation of assessment centres.
- November 2019 – March 2020  
Mmila Fund Administrators | Finance  
**Analyst**

**Project Overview and Responsibilities:**  
Mmila required a consultancy to develop its corporate strategy and conduct an organisational re-alignment. As an analyst I was responsible for developing the job profiles and the assisting with the development of the organisational structure. In addition, I was responsible for assisting with data collection, research and analysing for the development of the corporate strategy.
- April 2019 – November 2019  
National Development Bank | Finance  
**Consultant**

**Project Overview and Responsibilities:**  
This project included administration of psychometric assessments for talent management and succession management. As a consultant I was responsible for providing feedback and drafting reports.
- June 2019 – October 2019  
Botswana Housing Corporation | Parastatal  
**Trainee Analyst**

**Project Overview and Responsibilities:**  
The Botswana Housing Corporation was in the process of reviewing its corporate strategy. As a trainee analyst my responsibilities including conducting interviews with stakeholders, collecting data, and conducting research. In addition, I was responsible for assisting with generating the various reports.



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## EMPLOYMENT EXPERIENCE

### INDUSTRIES

Petroleum

Financial

FMCG

State-owned Enterprises

### TOOLKIT

MS Word	Excellent
MS Excel	Excellent
MS PowerPoint	Excellent
SharePoint	Good



March 2022 – March 2024  
Fox Leadership Consulting | Consulting

#### OD Consultant

**Responsibilities:** In this role I was responsible for project management, delivery of client engagements i.e., change management, organizational development, and organisational effectiveness.

April 2021 – December 2021

#### Talent Matters| Consulting Consultant

**Responsibilities:** In this role I was responsible for project management, facilitation of assessment centres, administration of psychometric assessments, business development, and project execution.

April 2020 – March 2021

#### Junior Consultant

**Responsibilities:** In this role I was responsible for project management, co-facilitation of assessment centres, administration of psychometric assessments, business development, and project execution.

#### EOH Consulting Botswana | Consulting Analyst

**Responsibilities:** In this role I was responsible for assisting in report writing, project execution, research, proposal writing, business development and co-facilitation of training.

January 2018 – December 2019

" A dream does not become reality through magic; it takes sweat,  
determination, and hard work."

- Colin Powell

