



JANET FORSYTH

Founder & CEO

CONTACT

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SKILLS

Strategic HR Consulting

Organisational Development

Talent Management

Employee Engagement

Learning and Development

Inclusive Diversity and Transformation Strategy

ABOUT

HR and OD professional with extensive experience in the food and beverage industry in various multinationals. Janet has more than 18 years' experience in Leadership Coaching and Development, Organisational Development, Change Management, HR Business Partnering & Strategy, and Statistical Analytics. She is passionate about people and organisational growth.

PROJECT EXPERIENCE

- August 2021 – Current**
Martin & Martin | FMCG, Healthcare
HR Executive and Long-term Strategy
Project Overview and Responsibilities:
Establishing a Human Resources function, long-term people, talent and engagement strategy. Leading the people agenda as part of the executive team.
- August 2020 – December 2021**
Tongaat Hulett | FMCG
Change and Talent Management
Project Overview and Responsibilities:
Development of the Talent Management function, engagement survey, and strategy; leading various Change Management projects including a sale of a business, organisational restructuring, and various system implementations. Building the internal capability of the Human Capital team through coaching and formal training.
- Jan 2020 – December 2021**
PepsiCo | FMCG
PepsiCo/Pioneer Integration
Project Overview and Responsibilities:
Cultural Integration and Communication of the PepsiCo acquisition of Pioneer Foods. This includes the values rollout, leadership training, engagement activities, talent management and learning function integration.
- April 2019 – Nov 2019**
Danone | FMCG
HR Director Acting
Project Overview and Responsibilities:
Acting HR Director supporting in the appointment of a suitable HR Director to ensure business continuity. Development of the Inclusive Diversity long-term strategy, factory closure and subsequent retrenchments, rollout of leadership and values initiative, and training and management of the overall HR function.

EDUCATION

BSc Business Mathematics and Informatics
North-West University
2003 - 2007

MCom Industrial Psychology
North-West University
2003 - 2007



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EMPLOYMENT EXPERIENCE

- 2016 – Mar 2019
Danone | FMCG

HR Executive and Long-term Strategy

Responsibilities: Business Strategy and Partnering, leading a team of HRBPs to deliver business results, leading transformation projects and vision-building processes, managing the learning strategy and plan, managing the annual salary review process, and had full responsibility for Talent Management processes.
- Aug 2012 – Jul 2016
Danone | FMCG

OD & Training Manager

Responsibilities: Developing and implementing the Organisational Development and Learning Strategy for the entire organisation and managing the Talent Management process to ensure optimised Human Capital productivity.
- Apr 2011 – Jul 2012
SABMiller | FMCG

Capability Consultant

Responsibilities: To support and consult on agreed Capability Strategies that integrate OD and Change Management interventions with key L&D delivery initiatives in order to optimise business performance and ensure capability growth to meet business and HR strategies.
- Sep 2009 – Aug 2011
SABMiller | FMCG

Organisational Development Specialist

Responsibilities: Enabling organisational effectiveness and capability through specialised organisational design interventions linked to initiatives identified.
- Sep 2007 – Mar 2009
SABMiller | FMCG

Learning and Development Specialist

INDUSTRIES

FMCG

Financial Services

TOOLKIT

MS Word	Excellent
MS Excel	Excellent
MS PowerPoint	Excellent
SharePoint	Good



The bamboo that bends is stronger than the oak that resists

