
DR. VANDYCK LOMOTEY, PMP®, CHRMP-TD

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PROFESSIONAL SUMMARY

12+ years proven expertise in helping businesses identify organizational, people, and performance gaps and designing and delivering human capital and talent development solutions. Highly experienced in executing consulting assignments by developing proposals and leading teams to deliver diverse bespoke client requirements.

Possesses a strong technical knowledge in leadership & talent development, change management, project management, and stakeholder engagement.

A creative problem solver and strong team player with cross-cultural experience having worked on projects with teams in Ghana, Nigeria, the USA, Germany, UK and Netherlands.

Holds a Doctorate in Intercultural studies, certified project manager, certified talent development professional, and certified personality profiling coach with Clarity4D (UK).

SKILLS

- 12+ years of experience in designing, developing and managing bespoke leadership, talent, training, and learning development programmes.
- 6+ years' experience in senior leadership roles
- Very good capacity to design and facilitate adult education training
- Well-developed strategic, commercial, and people leadership skills.
- Highly experienced in career/leadership coaching, career development, adult learning, curriculum development, event coordination, and workshop facilitation.
- Mastery of office automation tools, especially Word, Excel and PowerPoint
- Strong project management and organization skills to deliver the value of programmes to clients
- Good knowledge of the principles of marketing, communication and sales of services
- Good team management skills

WORK HISTORY

Lead, Technical Training, 01/2022 to Current

Twitter (via Sutherland Global Services) – Ghana

- Leading strategic and operational activities related to new hire training programme and promoting a multicultural workplace with quality-oriented teams
- Consulting with team leads and senior executives to design and develop capability development skills for 100+ multicultural staff

- Ongoing data collection, rapid organisation and structuring of acquired information in a logically consistent form, and interpretation thereof in written and visual form.
- Work closely and coach leads and teams to improve work relationships, build culture, increase productivity and retention
- Analyse trends and metrics for developing solutions, programs and learning opportunities
- Identify talent and future leaders from the new hire programme.

Senior Learning and Development (L&D) Consultant, 04/2020 to 12/2021

CarvinClay People Development – Ghana

- Consulting with business and HR leaders to design, develop, deliver, manage and execute a set of human capital development solutions for clients across a wide range of industries in Africa (finance and banking, development agencies, egame, public sector, manufacturing, etc.). Delivered projects worth \$300,000+ with clients including The African regional office of Food and Agriculture Organisation of the UN, Ecobank, British Council, KEED, SNV International, The Mohinani Group, etc
- Led a team of 2-3 people in the Learning and Leadership Development unit of the business to oversee the delivery of client service/projects including client engagements, solutions design and execution, monitoring, reporting and project evaluation.
- Supported business development and sales unit including preparing proposals and training details leading to an average sales conversion rate of 3:1 – closing 1 out of every 3 prospects contacted and maintaining an average upsell/cross-sell rate of 2.5:1.
- Designed, developed, managed, and executed a mid-senior level managers mentoring/coaching programme for a client (bank) with a presence in 36 countries in Africa to support the leadership and talent development strategy of the bank with 94%+ satisfaction ratings valued at \$100,000.
- Learning and talent development lead for an HR transformation project for a client with over 2500 staff with a presence in 3 African countries, India, and the Middle East where I specifically designed and developed an Onboarding Program, Leadership Development Program, and Graduate Trainee Program.

Managing Partner & Lead Consultant, 10/2016 to 01/2021

Spurgeon Training and Consultancy, Ghana

- Led a team of eight in the delivery of client service/projects including client engagements, solutions design and execution, monitoring, reporting, excellent customer service delivery, and project evaluation. Delivered projects worth \$80,000.
- Consulted with clients, business leaders and HR Business Partners to identify human capital solutions and training priorities for their respective organizations.
- Designed, Developed, Implemented, and delivered bespoke training solutions including training materials, presentations, notes, etc.
- Implement monitoring, assessment and evaluation methods to measure individual success and program effectiveness for continuous improvement.
- Managed a pool of trainers ensuring trainers in their concept and training material preparation and well as in training delivery, to ensure that the highest quality standards.

Programmes Manager, 07/2014 to 08/2016

The Empowerment Project – Ghana

- Programme administration includes organising capacity building interventions and working with consultants to develop strategic interventions for organizational turnaround.
- Conducted research and provide data analysis of developmental needs of targeted organizations.
- Worked with subject matter experts to develop and implement mentoring programs to promote better learner experiences.
- Developed and maintained logistics workflows, procedures and reports.
- Leveraged project management processes and tools to define and execute projects.
- Researched industry best practices in support of training development and program content.

Consultant, 09/2009 to 04/2011

LifeTrust Consulting – Ghana

- Created and developed detailed work plans to meet business priorities and deadlines.
- Onboarded and managed new client accounts to boost retention rates.
- Optimized customer experience by delivering superior services and effectively troubleshooting issues.

EDUCATION & CERTIFICATIONS

- **Doctor of Intercultural Studies:** Intercultural, Multicultural, And Diversity Studies, 06/2020
Fuller School of Intercultural Studies
- **Masters of Applied Theology :** Leadership, 06/2014
TTS Applied University - Amsterdam, NL
- **Bachelor of Commerce:** Accounting And Business Management, 06/2009
University of Cape Coast - Cape Coast, Ghana
- **PMP:** Project Management, 11/2021
Project Management Professional
- **Certified Human Resource Management Practitioner – Talent Development (CHRMPTD)**
03/: 2021
- **Diversity and Succession Planning:** 01/2021
University of Minnesota - MN
- **Associate NLP Practitioner:** 01/2021
HeadGear Labs University - London
Clarity4
- **Personality Profiling And Assessment, London:** 09/2020
Clarity4D, UK
- **Certificate in Outcome-Based Education (OBE) & Academic Quality Assurance- UdeMy:**
02/2019