
It is no longer about me.

I have learnt great lessons of humility and gratitude. I purpose to make every encounter great and memorable; to raise the bar for myself and for others; to cheer everyone around me to greatness in their own measure; to give life and hope; to have fun conversations and embrace diversity; to make space at the table for inclusivity. I'm alive.

I am writing about legacy; this is what I wish to have my children and the whole world read. It's about honest hard work. Doing my part exceptionally well and moving on to greatness. Doing the right thing. A choice to walk a very narrow path with very clear standards.

Forever grateful to my family, past employers, leaders, mentors and institutions that have trusted me with self-belief. At 44years and with a track record of performance, it is time to give back and build others. <https://www.linkedin.com/in/miriam-wambui/>

Executive summary

Founder and Executive Director – Scope and Impact Ltd: When I finally found my true self, I knew I had to create a huge impact especially to our younger citizens and by extension to the rest of Africa. That dream is now a reality! I lead an advisory firm which I founded after seventeen years of corporate experience mainly in human resource management. We are about People, Strategy and Results. Our beliefs are evident in our execution: exceptional standards, gradual steps, ownership, fun at work and creating impact. www.scopeandimpact.com

Certified HR leader by the Institute of Human Resource Management. My professional ethics and standards are guided by the Human Resource Management Professional Act, 2012. As a trusted and respected leader, the institute partners with me to raise the standards of HR profession as well as contribute to strategic initiatives.

Effective board advisor: I am a strategic board advisor for various sectors among them financial, pension, Fintech, and parastatal. My past experience as a senior executive at Sanlam Kenya PLC as well as Nation Media Group gave me vast exposure into corporate and social governance, regulatory compliance and a proven ability to negotiate, build

consensus and make decisions. Conversant with legislation and regulatory frameworks governing various sectors in Kenya. I have trained with the Institute of Directors of Kenya on becoming an effective board director.

Accredited Executive Leadership Coach by AoEC with practical coaching experience at the work place. I know the value that leadership coaching brings to the table and I endeavor to get my stakeholders buy-in to this successful model of leading teams.

Certified change manager by Solutions Focus Model with experience in complex transformations including mergers and acquisitions, re-branding, restructuring, enterprise system change, leadership re-organization, human capital rationalization and resources planning.

Strategic thinker with a track record in organization development and global human capital management, talent acquisition, nurturing and retention, resource optimization, succession planning and business continuity planning.

Versatile professional who creates value driven alliances with organization stakeholders to effectively align with and support key initiatives. Together with other leaders and teams, we identify behaviours that support our vision and motivate positivity to deliver sustainable results.

With over fifteen years' HR and business experience, I offer a wide range of both social and professional networks that create value in the work place. I am firmly grounded with tested emotional and social intelligence. My work experiences have provided me great local and international exposure.

Knowledge seeker with interests in technology, future of work, leadership, diversity, inclusion and sustainability. I see great opportunities in diverse demographics; leveraging data, cultures and the uniqueness in people gives me immense satisfaction.

Key Accomplishments

Youth agenda: Through our flagship product '*Leap Academy*' which was launched five months ago, we have empowered +100 youth to disrupt their comfort zone and venture into gig economy. This is what will change our unemployment narrative in Africa. We are targeting to empower 1m youth by December 2021.

<https://www.scopeandimpact.com/leap>

Trusted professional: The Institute of Human Resource management taps into my wealth of experience and expertise. As a certified senior practitioner, I offer my leadership ability to the institute in various capacities. I have delivered topical HR and business issues including Leading complex change, understanding true self, agility, future of work and HR metrics.

https://www.linkedin.com/posts/miriam-wambui_impact-activity-6557949535036022784-kQQZ

Strategy development and execution: I have always thrived in strategy development and execution right from my earlier days in employment. As a leadership and sustainability expert, I work with boards to identify the most effective initiatives which I then help teams deliver through ownership, skilling and close monitoring. My favorite phrase for strategy execution is *'learn how to front load rewards'*. People work best when they know what's in it for them.

https://www.youtube.com/watch?v=4G_XJgI2qA&feature=youtu.be

Leadership coaching: I have coached and helped transform leaders who are shaping our economy. Having the right coach is a great gift. The greatest joy in my coaching experience is hearing what the coachee has to say about our interaction. Watch this short clip.

<https://www.youtube.com/watch?v=5HhA8C0sie0>

Creating impact: The best time to plant a tree was 20 years ago; the next best time is now. To sustainably impact the world, I have a personal and corporate agenda to nurture children from nursery school. Give them knowledge, empower them with self-belief and teach them to be honest hard workers. This is how I see us creating a better place for generations to come.

<https://www.linkedin.com/feed/update/urn:li:activity:6593699742239207424>

Risk management and business continuity: There are many risks that come with running organizations. Human capital risk is one such risk that can bring the institution to its knees if it is not mitigated appropriately. I continuously appraise the board on regulatory changes that could impact business and provide readiness frameworks to respond to those changes.

Successful C-suite recruitment and placement: We Recruit and onboard C-Suite executives using skillful negotiation coupled with business understanding and foresight. The greatest skill I have learnt from my multiple recruitments is listening with intuition. When I sit with candidates, I am able to listen to what is not spoken and use intuition to match skills, personal attributes and the job specs.

HR policy manual development and enforcement: Many organizations have discovered the value of a thorough well documented HR policy and procedures manual. Several litigations in this country could have been avoided had there been clarity in some of the employment practices that exist. I work with experts to refine policies, introduce best practices and upskill HR managers so that they support their organizations more effectively.

Work History

Period	Organization	Role(s)	Reason for movement	Staff compliment
Current	Scope and Impact Ltd	Founder and Executive Director	To pursue my dream and legacy	2 technology specialists 2 client experience staff 9 Associates
2014 to May 2019	Sanlam Kenya PLC	Chief Human Resource and Corporate Services Officer	Promoted	250 Admin staff 1200 financial consultants Staff cost budget: Kes 800m
2010 to 2013	Sanlam Life	Human Resource Manager		
2007 to 2009	Beiersdorf NIVEA	Human Resource Manager	Growth opportunity and values alignment	160 EA staff 700 Africa, Asia
2002 to 2006	Nation Media Group	Human Resource Officer	Growth opportunity	800 Admin staff 300 on contract
1999 to 2001	PWC trainee Project : Health Management Organizations in Kenya	Management Trainee	Career entry	

Education and professional certifications

2017 : University of Cumbria UK - Pursuing a Masters in leadership and sustainability

2007: University of Eastern Africa Baraton – BSc. Nutrition and Chemistry

1992: Karima Girls High School KCSE

2018: Accredited Executive Coach – Academy of Executive Coaching UK

2013: Certified Trustee - College of Insurance Kenya

2015: Corporate Governance and Director induction – Institute of Directors Kenya

2009: Crestcom Inc, USA – Bullet Proof Manager

2008: Solution Focus, Germany – Certified Change Manager

2005-6: Institute of Human Resource Management (K) – Higher National Diploma

2003-4: Institute of Human Resource Management (K) – Labour laws, Collective Bargaining Agreements and Health & Safety

Memberships

1. Senior Member, IHRM (K)
2. Member by affiliation, American workforce
3. Member, Institute of Directors Kenya
4. Member, Council of Governors' Secretariat (infrastructure and urban development workstream) representing IHRM(K)
5. Advisor, Catholic Professionals and Youth ministry
6. Member, Karen Country Club and Wadi Degla Club
7. Member, Women in Business East Africa
8. Life Member, YMCA Kenya Chapter

Awards

1. Employee of the year, 2005 and 2006 – Nation Media Group
2. Africa Talent Leader, 2008 – Beiersdorf Germany
3. Long service award, 2016 – Sanlam Kenya
4. Outstanding performance, 2016 and 2017 – Sanlam Emerging Markets
5. Certificates of appreciation, 2017,2018,2019 – IHRM(K)

References

Name	Position	Email contact
Mrs. Dorcas Wainaina	Executive Director, IHRM	Dorcas.wainaina@ihrm.or.ke
Maasai Lekipaika	Deputy Director HR- Parliamentary Service Commission	Lekipaikam3@gmail.com
John Mwangi	Chief Executive Officer – Unclaimed Financial Assets Authority	john_mwangiuk@yahoo.co.uk