

Petronilla Omundo Osborne

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I.D No. 22349852

Languages spoken: English, Kiswahili, French (basic).

HR LEADER: POSITIONING HR AS A BUSINESS PARTNER FOR ORGANIZATION EXCELLENCE

- Empowering leader who supports teams with a unique perspective and appreciation that human capital is every organization's greatest asset.
- Strategic and innovative HR Executive who translates business vision in to HR initiatives that improve performance, profitability, growth, and employee engagement and agility.
- Genuine influencer who thrives on challenges and translates visions and strategies into actionable, value-added goals.
- Ardent propagator of fun at work.

RESULT AREAS

- Organizational Development
- Leadership Development
- Talent Acquisition
- Staff Coaching & Mentoring
- Employee Experience
- Employee Performance Improvement
- Organization-Wide Consensus Building
- Employee Relations & Diversity
- HR Policy, Process & Systems Design
- Change Management
- Workforce Planning & Development
- Strategies & Due Diligence
- Fun at work

HUMAN RESOURCES CAREER HISTORY

JANUARY 2008 TO DATE - HUMAN RESOURCE GENERALIST - Sarova Hotels

Currently Human Resource Manager at Sarova Stanley (2013 August to date)

KEY ACHIEVEMENTS IN HUMAN RESOURCE MANAGEMENT

- Developed and reviewed standard operating procedures and policies that have since been implemented and are used not only in Sarova Stanley but across the group.
- Initiated revamping of HR processes that saw the reviewing of a new HR manual, Appraisal system.

- Launched various talent development programs at work which has ensured a lean performance workforce.
- Developed and implemented proper succession plans for all positions in the organization. This has also been a great motivator to the staff as recruitment lead time is reduced and staff are always eager to grow.
- Revamped the communication systems enhancing staff and management relations leading to zero industrial unrest in the company.
- Initiated various employee recognition systems and forums in the various units worked thereby increasing motivation.
- Initiated and designed various fun at work initiatives and quarterly teambuilding events for staff to build relationships, develop teamwork and ensure consistent behaviours leading to increased engagement, performance and high retention.
- Initiated and conducted yearly staff engagement surveys that saw an improvement in the employee health after key recommendations from staff were implemented.
- Initiated successful workforce planning, job realignment, and employee involvement activities.
- Conducted an open recruitment for all roles in the organization creating a database of highly talented staff and reducing employment lead time by 70%.
- Under my leadership – Sarova Stanley was awarded as East Africa Best Employer brand for 2019-2020.
- The retention rate has increased to 95% from the previous 80% in 2012.

Taught English / Literature [KCSE form one and form two] and French (IGCSE Key stage 3 and O- levels)

PROFESSIONAL AND EDUCATIONAL QUALIFICATIONS

OTHER SHORT COURSES/ WORKSHOPS DONE

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|--|-------------|
| • UK-Africa HR leaders Consortium(London) | Certificate |
| • Strategic leadership of Human Capital | Certificate |
| • Labour Laws (2007) | Certificate |
| • Unleashing Human Potential through excellent HRM practises | Certificate |
| • Managing Diversity at the work place | Certificate |
| • Recognition and Collective Bargaining agreements | Certificate |
| • Tax compliance Seminar for Payroll and HR managers | Certificate |
| • Young Manager's Workshop on Capacity Building | Certificate |
| • Basic Guidance and Counselling Psychology | Certificate |
| • Career Guidance and Counselling | Certificate |
| • Advocacy on Behaviour change in schools | Certificate |
| • Entrepreneurship and Management skills | Certificate |
| • Health and safety at the work place | Certificate |
| • HR analytics | |

MEMBERSHIPS AND AFFILIATIONS

Licensed HR practitioner/ Full Member IHRM
Member of Young African Leaders Initiative -YALI

HOBBIES

- Building teams.
- Travelling.
- Reading biographies /Leadership and inspirational books and writing (poems and short stories)
- CSR activities - Visiting children homes, prisons, planting trees.

REFEREES.

- | | | |
|-------------------------|--------------------------|---------------------|
| 1. Paolo Marro | - General Manager | -Sarova Stanley - |
| 0700347849 | | |
| | | |
| 2. Betty Mangi Omuganda | - Human Resource Manager | - Sarova Panafric - |
| 0720760681 | | |