

# JONATHON TREMAINE THOMSON

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## PROFESSIONAL OVERVIEW:

September 2015

I am an established strategic HR professional with more than 28 years of experience in the Retail, Public Health, Manufacturing, Automotive, and Pharmaceutical sectors. I have played a significant role at an executive level in the rebranding and repositioning of businesses, as well as driving enterprise wide change initiatives. My strengths and particular interests lie in the areas of HR strategy design and implementation, organizational development, culture management, and leadership development. I was born in Zambia, schooled in Zimbabwe, and achieved my B Soc Sci from the University of Cape Town. I have gone on to study at the University of South Africa (non-degree purposes) and the University of Pretoria (Management Development Program), and earned my MBA through Henley Management College in the United Kingdom. I am currently continuing his studies at the University of Stellenbosch Business school where I have completed the practical assessments of my Masters of Philosophy in Management Coaching with distinction. I complete his thesis and plans to qualify in December 2015.

## EDUCATION:

2015	<b>Small Business Academy (SBA) Development Programme</b> - University of Stellenbosch Business School. Trained business Mentor.
2014/5	<b>MPhil (Master of Philosophy) in Management Coaching</b> - University of Stellenbosch Business School. Practical assessments completed with Distinction. Thesis concluding 2015.
2013	<b>WITS Business School</b> - Guest lecturer on Management Development Program - Old Mutual
2013	<b>The Nancy Kline Thinking Environment Coaching Certificate</b> - Sunny Stout-Rostron Coaching
2011	<b>NLP for Facilitators Certificate</b> - Jevon Dengeli
2000	<b>MBA</b> , Brunel University - Henley Management College London, UK
1993	<b>Management Development Program (MDP)</b> , University of Pretoria Pretoria, South Africa
1992	Ongoing Professional Development - Non-Degree Purposes (NDP), University of South Africa Pretoria, South Africa
1987	<b>B Soc Sci</b> , University of Cape Town Cape Town, South Africa

**LANGUAGES:** English and Afrikaans

## PROFESSIONAL EXPERIENCE:

2014 - present **Jo Thomson Consulting, and AMECUS (Pty) Ltd. Cape Town, South Africa**

My business is focused on improving leadership and corporate efficiency. I achieve this through engaging with individuals and teams in the following areas:

- Employee Engagement measurement and action planning, including corporate culture strategies
- Organisational Development including change management and team effectiveness

- Leadership Coaching
- Coaching and Mentoring of Human Resources Executives
- Developing Leadership Development programs
- Business strategy facilitation
- HR Strategy assessment, design and implementation
- Training Senior and Middle Managers on financial literacy (through AMECUS (Pty) Ltd, which is a SETA aligned BBBEE Level 2 business). Our programs have proved to be extremely effective in supporting cost reduction programs in businesses, as well as increasing managerial financial confidence and delivery.

On an individual level I deliver Leadership Coaching that provides business leaders with the *time and space to do their best thinking*. My years of work experience ensure my ability to understand the client's work context, and therefore to deliver valuable performance results.

On a team and/or corporate level I facilitate delivery against business objectives through the application of my strategic, HR and OD experience gained over nearly 30 years of work.

### **My coaching philosophy and approach:**

- I have a delivery focused approach to my coaching practice.
- I adopt a positive-psychology philosophy to my coaching.
- My coaching sessions are solutions focused and designed to empower the coachee to achieve confidence and success in the work environment.
- I use a variety of coaching models and tools gained through my experience and academic studies, and these are customised based on the needs of each coachee. I avoid a 'one size fits all' approach to coaching because I believe individuals have unique situations and requirements.
- My usual rate for corporate coaching is available on request, and I normally run between 8 and 10 sessions spaced 2 to 4 weeks apart. Appropriate feedback to the organisation is agreed as part of the coaching contract.
- I am bound by the professional codes of practice of both COMENSA (Coaches and Mentors of South Africa) and ICF (International Coaching Federation)

#### **2014 Clicks Retail, Cape Town, South Africa Head of HR**

- As a member of the Clicks Brand Executive committee I was responsible for the delivery of the HR aspects of the Corporate Strategic Objectives. I had leadership responsibility for the HR team, including Projects, Head Office, Operations, Pharmacy Academy and Training.
- Clicks employes some 11 000 staff across South Africa, Namibia, Botswana and Swaziland

#### **2012 - 2014 BroadReach Healthcare, Cape Town, South Africa Head of HR**

- BRHC is a company focused on the effective implementation of funded programs in the area of public health across several countries in Africa.
- As a member of the Group Executive Committee, my responsibilities included the establishment and management of best in class HR strategies to cater for the expansion objectives of BRHC. Unique circumstances in this role include the merging of "not-for-profit" and "for-profit" cultures in an overtly compliance driven business.

1999 – 2012 **Foschini Retail, Cape Town, South Africa**  
**Group Organizational Development Director (2009-2012)**

- I was responsible at a Group Level for the areas of Organizational Development, Change Management, Culture Management, Structure Management, and Knowledge Management for the Foschini Group Operations
- I was responsible for Leadership Development, Group Resourcing, Talent Management, CSI, and Wellness (with a focus on Sustainability)
- I was intimately involved in the company's significant structural, cultural, and business changes at a strategic level

**HR Director : Foschini Retail (including Fashion Express, Donna Claire, Luella and Manufacturing ) (2005-2009),**

**HR Executive: Foschini Retail (1999-2005)**

1995-1999 **Toyota South Africa Manufacturing, Kwazulu-Natal, South Africa**  
**Final Position: Senior General Manager - HR**

1988-1995 **Columbus Stainless, Middelburg, South Africa**  
**Final position: Senior Human Resources Manager**

**MY HOBBIES AND INTERESTS:**

I enjoy meeting and interacting with interesting people from all walks of life. I have an inquisitive mind and love learning about new things.

I keep fit by cycling, and hiking through the mountains in and around Cape Town

I relax by cooking creative meals for friends and family, and by reading a wide variety of books, both fiction and non-fiction

**ADDRESS:** 3 Esmar Street  
Rondebosch  
Cape Town  
7700

**Email:** [thomsonjo1@gmail.com](mailto:thomsonjo1@gmail.com)  
**Phone:** 083 2936 705  
**LinkedIn:** Jo Thomson