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TISHA

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HUMAN RESOURCES

TALENT MANAGEMENT DEVELOPMENT

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CONTACTS

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PROFILE

As a Talent Management and Organisational Development professional, I am adept at working as part of a corporate delivery team; guiding employees shape their careers and manage full lifecycle project delivery. I am committed to delivery excellence, synthesising business needs into outcome based talent and organizational development strategies. I thrive in a fast paced changing environment, working on multiple complex projects across functions/teams with the scope to deliver innovative strategic solutions. I have a proven record of successfully collaborating across a matrix organization with senior leaders and Talent professionals to achieve sustainable strategic outcomes.



EXPERIENCE

ADVISOR, TALENT MANAGEMENT & DEVELOPMENT

*AECOM / Dubai / 2014 – Present*

My role sits within the Talent Development team Europe, Middle East, India and Africa (EMIA). In this role, I design, develop and implement Talent Management programs in collaboration with senior leaders, demonstrate current program effectiveness through a consistent application for the overarching Talent/Learning philosophy. I am also the central point of contact for all talent and learning needs across the region.

* Partner with HR and business leaders to prioritize and establish talent strategies aligned with the regional business strategy
* Implementation and management of learning management system, EMIA
* Leadership program design and rollout, MEI
* Performance management lead for MEI, member of the global LMS and performance management committee
* Manage performance management activities (goal setting, midyear reviews, assessments and talent review) with an employee base of 3000+, MEI
* Design career development resources to support the Talent strategy
* Implementation of the career pathways framework MEI
* Employee engagement project management MEI
* Onboarding program, design and delivery
* Design of internship and mentoring program/s MEI
* Support local talent team to design the Graduate program MEI
* Establish MEI communications strategy, lead internal/external talent communications and branding
* Advise, coach and counsel managers/employees/business leaders on career development and learning offerings
* Gather, organize and analyze information regarding the impact of learning solutions against key business drivers
* Collaborate with subject matter experts to design and develop training programs that meet training needs identified that create high impact learning, MEI
* Support senior talent lead with executive succession planning EMIA

EDUCATION

BACHELOR: INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY

University of South Africa

SIX THINKING HATS

De Bono Consultants

EXPERTISE

PROJECT & PROGRAM MANAGEMENT

TALENT, LEARNING & ORGANISATIONAL STRATEGY

EMPLOYEE ENGAGEMENT

PERFORMANCE MANAGEMENT

FINANCIAL MANAGEMENT & REPORT ANALYSIS



EXPERIENCE (CONTINUED)

SENIOR HR AND TRAINING EXECUTIVE

*Panasonic Marketing Middle East & Africa / Dubai / 2011 – 2014*

In this role, I supported the delivery of learning and development programs and managed compensation and benefit strategic initiatives across Middle East and Africa. I implemented and facilitated employee workshops, providing employees with coaching, mentoring and advice to support career growth efforts.

* Worked closely with the L&D manager in establishing the Learning and Development strategy, system, policies, and processes
* Conducted annual learning needs analysis, worked with senior leaders to identify learning gaps and provide innovative cost effective learning solutions
* Sourced new learning solutions in line with the established training calendar providers in order to produce a wider and more effective learning curriculum
* Assisted the L&D manager in implementing competencies based training programs as per the training calendar
* Analyzed and provided feedback and recommendations to the L&D Manager on the effectiveness of training programs to determine whether the training has met the program objectives.
* Onboarding program design, delivery and management
* Managed the medical insurance scheme across MEI
* Aggressive study & research to obtain the most competitive Medical /Group Life Insurance coverage

HR AND TRAINING EXECUTIVE

*Elite Valet Services / Dubai / 2009 – 2011*

During my time with Elite Valet Services, I managed all learning and development needs as well as employee welfare initiatives catering to a peak employee based of 5000+ employees I worked closely with management of leading 5 star hotel chains in Dubai and Abu Dhabi to design and rollout impactful, innovative learning solutions.

* Established learning and Development strategy
* Worked closely with leaders to identified learning gaps
* Design, deliver and facilitate employee training workshops
* Facilitated employee training workshops
* Direct manager for two HR professionals
* Managed the pre-employment process including: visas, references, required, to achieve efficient training attendance and delivery. security checks, contracts, medical, sponsorships, international
* Administered training budgets

FINANCIAL COST CONTROLLER

*Engen Petroleum Refinery / South Africa / 2007 – 2009*

In this role, I supported Project Engineers plan and manage their cost provisions

* Monitored and controlled cost revenue for a fleet of 30 projects
* Maintained strict adherence to budget allocations

REFERENCES

Available upon request

DESIGN CAREER DEVELOPMENT TOOLS

LEARNING& DEVELOPMENT

LEARNING MANAGEMENT SYSTEM

INTERESTS

Reading, Writing, Traveling the world, Yoga, Arts & Crafts, Music.

COACHING

CAREER MAPPING

INSTRUCTIONAL DESIGN

SKILLS

EXTRA

Demonstrated success in end-to-end project & program management

Successful launch of new learning management system

Repositioned Talent/Learning & Development programs as a strategic business priority

Design and delivery of career development guide

Consistently deliver outside scope of role & responsibility

Cross cultural/functional business delivery