



## **Nicole Ramjee**

Nicole Ramjee is the founding Director of HR Synthesis, a Human Resources (HR) business that was established in 2009. She comes from an HR Generalist background with expertise in Strategy Development, HR Operations, Compliance & Governance, B-BBEE, Business Transformation, Change Management and Coaching. Nicole has over 20 years' experience in the HR field. She facilitates seamless business partnering with clients, by understanding with ease how strategy, business, processes and people come together and is able to drive meaningful change and operational excellence. Her knowledge and experience of implementing B-BBEE and transformation programmes, has enabled her to assist her clients in optimising their B-BBEE scorecard but more importantly, genuinely impacting the lives of others.

Nicole completed her Bachelor of Social Science degree at the University of Natal Durban in 1997 and has extensive experience in setting up HR departments at the multi-national companies for which she has worked. This includes setting the HR and Transformation Strategy, developing an implementation plan and ensuring successful roll out of interventions such as Talent Management, Psychometric Evaluation, Learning and Development, Employment Equity, Coaching, Organisational Design, Job Architecture, Performance Management, Change Management, Policy Design, Shifting Culture, Health and Safety, B-BBEE, to name but a few. Nicole ensures that her clients have good governance structures in place. She fosters collaboration, innovation and creates high performance teams that drive sustainable change in organisations. She provides integrated solutions and business processes, that are simple and fit for purpose. She is a registered Professional with the South African Board of People Practices (Registration Number 10853). Nicole is also an Internationally Certified Coach with the Gallup Foundation. She is a Non-Executive Director of the IOBSA and as the chairperson has set the framework for the Social and Ethics Committee.

Nicole is passionate about developing people and growing business. As an entrepreneur, Nicole understands the challenges of growing a business whilst working in the business and identifies with the various roles that female entrepreneurs have i.e. business owner, wife, mother, daughter, etc. She has successfully merged her Leadership, Entrepreneurial, Compliance & Governance, Coaching and HR skills to mould and mentor black entrepreneurs (SMME's) through business coaching and set them up for success.