

JOSEPH O . A Parakoyi

Curriculum Vitae

PROFILE

Strategic Management, Leadership & Change cum Public Sector
Personnel Enhancement Specialist (Cum Laude)
Balanced Score Card (BSC) Master Professional
Result Based Human Resource (HR) Management Professional

PROFESSIONAL MEMBERSHIPS

Member of Alpha National Honour Society representing top 10% of
scholars in Canada & Australia

CAREER OBJECTIVES

To impart Strategic Human Capital, Talent and Leadership Development
and Change Management Skills using a dynamic methods that is focused
on enhancing the public sector, Ministry and Parastatals performance,
and creating a focused organization turnaround.
To fully utilize my diverse range of skills and experience as a change agent
to develop and implement winning strategies that set any organization,
government ministry and parastatals on a new trajectory.

PERSONAL STATEMENT AND MOTIVATION

I am an astute, experienced and qualified International Accredited
Consultant and Trainer with specialist pedigree and expertise in Strategic
Management, Result Based Management, Job Grading, Analysis and
profiling. Balanced ScoreCard, Public Sector Business Continuity Strategy &
Management, communications management, business development,
Leadership Mastery & Change management, Public Sector Re-engineering
& Turn Around Management, Success & Talent Management, Public
relations, branding, stakeholder management and strategic Planning cum
Performance Auditing. I possess over 18 year's professional working and
training experience in key positions where I have developed and
implemented strategies that have enhanced organizational Performance.

I offer combination of Strategic and Leadership & Change Management,
business development, Fiscal policies, Result Based Management (RBM),
corporate communication and Governance, strategic planning and
implementation, Performance Auditing, Balanced Score Card(BSC),
intellectual property, branding, and research management skills from
both formal training and professional working experience. I have helped
to develop leading positioning initiatives and achieved several goals in
my current and previous employ which the rest of my CV will illustrate.

My strong Leadership mastery and strategic planning skills cum Result
Based Management allows me conceptualise ideas and develop them
into tangible market led branding solutions whilst being able to
communicate such visions in simple clear ways to delegates and
corporate Leaders all over the world.

CONSULTANCY & TRAINING HISTORY

Proposed Position: Lead Consultant (Corporate HR Management & Strategy)

1999 - Till Date

Company: Centage International (Trg) Consortium (CITRAC),
Canada, South - Africa, Swaziland, USA & UK

PERSONAL DETAILS

Name: JOSEPH O . A Parakoyi
Date of Birth: 6th May, 1968
Email: info@smifa.com
Sex: Male
Nationality: Swazi

PROFESSIONAL SKILLS

- Strategic Management & Corporate Governance
- Job Grading Analysis & Profiling Strategies
- Result Based Management : International Best Practice Principles
- Business Continuity Development & Management
- Public Sector Intelligence Development and Management
- Balanced Scorecard (BSC) Management
- Relationship & Marketing Management
- Leadership & Change Management
- Success & Talent Management : Carnegie Mellon World Standard Approach
- Research Management
- Project Management Strategy
- Engagement Management
- Action Plan Design and Implementation
- Project Management
- Performance Auditing & Management

PROFESSIONAL QUALIFICATIONS

**PhD, MBA - Strategic Human Resource
Management, Leadership & Change Management
Summa cum Laude**
University of Canada West

**Bachelor of Science (Human Resource Psychology &
Sociology),**
Ogun - State University – Nigeria

**Post graduate Certificate (Management &
Leadership Management)**
Centage Business School, Canada

**Associate Member Institute of Management
(AMNIM)**

**Member International Consultant Forum (MICF)
Member International Taxation & Forensic Auditor
(MITFA)**

**Associate Member Chartered Institute of Personnel
Management (ACIPM)**

PERSONALITY TRAITS

- Resilient & Tenacious
- Innovator, Strategist & Mentor
- Strategic Thinker
- Global perspective
- Entrepreneurial mindset & approach
- Change leader
- Passionate advocate
- Results oriented

Resourced extensively on Result Based HR cum Talent Development & Effective Leadership Management for :

- *National Assembly – Nigeria*
- *Kings Office – Lesotho*
- *Lesotho Electricity Authority – Lesotho*
- *Volta River Authority – Accra , Ghana*
- *Tanzania Communication Regulatory Authority (TCRA)*
- *Local Development Fund – World Bank Project - Malawi*
- *Ministry of Finance (Privatisation unit) – Uganda*
- *Ministry of Capacity Building – Ethiopia*
- *Ministry of Defence – Rwanda*
- *Office of the Prime Minister – Cameroon*
- *Ministry of Communication & Transport – Zambia*
- *Ministry of Economic Development - Malawi*

I introduced cutting edge Public Sector , Corporate Governance & Human Resource (HR) Intelligence Strategy and management - tools for HR performance gap and enhancement.

*My **key tasks** within the job are to:*

- *Develop and implement the Strategic Human Resource and Leadership styles and management intelligence strategy*
- *Ensure that effective restructuring and re-engineering achieve its purpose.*
- *Ensure relevant Result Based Management procedures are created and followed*
- *Working closely with course participants and delegates from other countries to produce activations.*
- *Assist in helping Personnel in different Ministries and Parastatals in designing Public Sector Business Continuity Strategies (PSBCS)*
- *Preparing monthly departmental reports*
- *Strategic Management & Leadership Communication audits*

Other Training Activities (OTA):

- *Design Training Plans and Implementation for the following Ministries & Parastatals in Africa:*
- *Central Bank of Sierra Leone*
- *Ministry of Finance & bank of Uganda*
- *Deep Sea Fishing Authority - Zanzibar*
- *Public Procurement Authority – Gambia*
- *Civil Aviation Authority – Accra , Ghana*
- *Ministry of Finance , Lesotho*
- *Ministry of Economic Development - Swaziland*
- *Ministry of Finance, Zimbabwe*

Management of clients:

- *Assist in ensuring that internal and external client needs are met*
- *Assist with building and maintaining World Class Human Capital Talent and Enhancement capacity through Best Practice Principles*
- *Maintain customer relationships*
- *Ensure that all complaints are satisfactorily resolved*

Additional information: In addition to this I have experience in the International Taxation Management and Compliance Strategy & I am

Google Certified

REFERENCES : Available on Request