



PRASOL TRAINING AND CONSULTING LTD

Management & Institutional Development Consultants

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CURRICULUM VITAE

DR. JOYCE DAUDI NZULWA, PhD

Organizational Development and Human Resources Expert

Core Competencies: Human Resource Management | Recruitment & Onboarding | Talent and HR Strategies | Training & Capacity Development | Employee Relations | Sustainable Culture Building | HR Auditing | Performance Management | Organizational Development | Teaching and Lecturing | Training Needs Assessment | Counselling, Mentoring & Coaching

Soft Skills Competencies: Attention to Details | Time Management | Team Player | Planning and Organizing Skills | Analytical Abilities | Communications Skills | Interpersonal Skills | Leadership and Collaboration | Critical Thinking | Problem Solving

PROFESSIONAL PROFILE

A seasoned Organizational development expert with cumulatively over 25 years' experience promoting synergy across business lines to drive positive change via the implementation of organizational improvement solutions, Talent Management, Leadership and systems Development. Possess an effective combination of interpersonal and analytical skills with expertise in needs assessment, design implementation and evaluation of training programs, project management, as well as HR issues and policy interpretation. Brings onboard talent, a positive organizational culture passion, excellence and proven success of translating organizational initiatives into business visions and activities that add value and promote organizational growth.

PROFESSIONAL EXPERIENCE

Academic Leader and Mentor-Human Resource Management || 2017 – Ongoing

Jomo Kenyatta University of Agriculture and Technology

Key Deliverables:

- ☑ Nurturing, mentoring and supporting well-rounded students in the HRM thematic area.
- ☑ Organized for School of Business Conference where HRM students and Masters present papers.
- ☑ Advocated for the School to commence HRM professional courses-Higher Diploma in HRM and HR professional certification courses, currently at the 3rd cycle.

Senior Lecturer || 2007 – Ongoing

Jomo Kenyatta University of Agriculture and Technology

Key Deliverables:

- ☑ Coordinating School of Business Postgraduate Research for Masters and PHD programs.
- ☑ Lecturing in varied areas of Management, Organizational development, Human Resource Management and Organizational Psychology.
- ☑ Coaching, supervising and mentoring PhD, Masters and Bachelor's degree levels students.

- ☑ An ongoing member of the University Gender and Disability Mainstreaming committee.
- ☑ Serving in the graduation committee for 7 years.

Chair of Department- Commerce and Economic Studies || 2019 – 2021

Jomo Kenyatta University of Agriculture and Technology

Key Deliverables:

- ☑ Spearheaded effective implementation of the University strategic plan through efficient running of academic programs, teaching supervision, student welfare and overall implementation of the University blueprint in training, research, innovation and enterprise development.
- ☑ Oversaw over 500 lecturers and 2500 students every semester while collaborating with university management, parents and multi-sectoral stakeholders at the campus.
- ☑ Developed and implemented 10 different academic programs form certificate to PhD level (Teaching, Monitoring and Evaluation, Examination and Feedback).
- ☑ An active Member of University Senate, which is the Top academic decision structure making of the University.

Examination Officer || 2007 – 2016

Jomo Kenyatta University of Agriculture and Technology

Key Deliverables:

- ☑ Managed the entire examination value chain including setting, moderation, supervision of exam invigilators, marking of exams as well as timely submission of marks.

Senior Administrator-HRM || 2006/2007

Jomo Kenyatta University of Agriculture and Technology

Key Deliverables:

- ☑ Led recruitment and selection for various University Departments.
- ☑ Rendered outstanding administrative support to the administration and planning section under the Deputy Vice Chancellor- Administration and Planning.
- ☑ Designed the University staff orientation program.

RECENT CONSULTANCY PROJECTS

Trainer, Two-week training for HR managers from across Africa, Africa School of Project Management//2022.

HR Consultant || Naivas || 2022

Led capacity assessment, developed and implemented 17 HR policies as well as trained HR business partners on management development and the HR policies.

HR Audit Consultant || Garda World Kenya || 2022

Performed thorough audit HR process across the HR value chain for alignment with best practice, set regulatory framework and governance protocols.

HR Consultant || Unclaimed Financial Assets Authority || 2022

Conducted Employee and work environment satisfaction survey.

Lead Consultant || APDK || 2021 – 2022

Carried out Strategic Review, Strategic Plan Development and Management Development.

Consultant || America Friend Service Committee || 2021

Oversaw strategic mapping for alignment with strategic objectives, work plans and human resources.

Associate Consultant || Kenya ICT Authority || 2019 – 2020

Lead Trainer|| Succession Planning and Management//Kenya Bureau of Standards || 2018

Lead Trainer- Transition Management for survivors and retrenches/retirees- AA Kenya//2018

Capacity Building Expert// Africa Development Bank-Thwake Multi-Purpose Dam-Project Affected Persons//2014/2016

Lead Consultant// Marie Stoppes/ Job Evaluation, Salary Survey, Design of Pay/Grade Structure, and Job Rationalization//2015/2016

EDUCATION

Master of Science in Leadership and Governance || 2022– Ongoing

Jomo Kenyatta University of Agriculture and Technology

Doctor of Philosophy Degree in Business Administration || 2013

Specialization in Human Resource Management and Organizational Behavior.

University of Nairobi

Higher Diploma in Human Resource Management || 2013

College of Human Resource Management

Master of Business Administration || 2003

Kenyatta University

Bachelor of Education, Arts || 1995

Kenyatta University

PROFESSIONAL TRAINING AND CERTIFICATION

- ☑ Strategic Leadership Development Programme-Kenya School of Government//2022
- ☑ Africa Women Leadership Programme- Cairo, Egypt //2022
- ☑ Senior Management and Leadership Training for University Senators //2018
- ☑ Trained Professional Mediator, Certified Career and Life Coach (2019)
- ☑ Professional Mediator Training || 2020
- ☑ Certified Life Coach Training || 2019
- ☑ Certified Human Resource Professional || College of Human Resource Management || 2017
- ☑ Monitoring and Evaluation || Kenya Institute of Management || 2015
- ☑ Employee Coaching and Mentorship || Career Training Centre and Coach Masters International || 2014
- ☑ Certificate in Workplace Counseling Skills || College of Human Resource Management || 2013
- ☑ Certificate in Leadership Coach Training || Transformation Institute-Power Talks International || 2013
- ☑ Certificate in Business Case Writing || Ministry of industrialization and JKUATES || 2011
- ☑ Certificate in Project Cycle Management and Organizational Development || PRASOL Consult || 2009
- ☑ Certificate in Teaching the Practice of Management || African Association of Business Schools || 2008
- ☑ Certificate in Case Writing and Teaching Workshop || Global Business School Network and Ivy School of Business || 2007
- ☑ Leadership, Personal Development and Motivational/Inspirational Coaching Training || The Landmark International Forum || 2006
- ☑ Certificate in Test Writing, Construction and Moderation || Kenya National Exam Council || 2006

PROFESSIONAL MEMBERSHIP

- Full member of Institute of Human Resource Management
- Member of Kenya Psychologists and Counselors Association
- Member of African Academy of Management

RESEARCH WORKS/PUBLICATIONS

- Published papers in various Journals; Published three book chapters.
- Published 2 Topical Articles in leadership and Governance in Agritech, a JKUAT newsletter.
- Knowledge Management Conference, Dec 2018 (Key Speaker)
- Case Writing and Teaching- Global Business Schools Network-Ivy University.
- Panel of Review for the KNEC Higher Diploma curriculum in Human Resource Management.

STUDENT SUPERVISION AND EXAMINATION:

- External Examiner- Business Administration- University of Kwa Zulu Natal, University of Kigali-Rwanda and Taita Taveta University.
- Internal examination of PhD thesis- successively marked over 25 PhD Theses
- Supervised and graduated over 20 students at master's level in the areas of human resource management, leadership and governance, strategy and project management
- Supervised and graduated 12 students at PhD level in the areas of Human Resource Management, leadership and Governance and Strategy.
- Published in various journals

COMMUNITY SERVICE/WELFARE

- Strategic Review- Lead Expert on pro-bono, Association for Physically Challenged, Kenya.
- Gender, Mentoring and Disability University Committee.
- Volunteer Mentor, Thrive Mentoring International/Volunteered as a mentor for Kenya Association of Dwarfism
- Discussant on Psychosocial wellbeing and affairs- K24 and KBC-Both Kenyan National Television networks.

HOBBIES/INTEREST

- Mentorship.
- Avid Reader.
- Community Service.

REFEREES

1. Prof. Florence Memba

Dean, School of Business-JKUAT

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3. Kennedy Akolo

Regional Director-Africa

America Friends Service Committee

Kakolo@afsc.org

