

**PATRICK NGOLOBE'S CURRICULUM VITAE (CV)**

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<b>Country of Citizenship/Residence</b>	Uganda/Ugandan	Telephone: +256772720332

**Key competences:**

While working with Uganda Revenue Authority, MTN Uganda, Uganda Breweries Limited, Umeme Uganda Limited and Africa Executive Leadership Solutions, I developed vast experience and competences including Strategic Leadership development, human resources development and management, Problem solving and decision making, Business development, analytical thinking and change management skills, coaching and mentoring. Through these skills and competences, I have led business transformational initiatives, people development interventions, cultural change transformation and business growth sustainability programs that have endeared me to be a sought-after business leader in Uganda that support various executives and human resources leaders in the leadership and business development agenda. I also now offer board advisory services to several boards in Uganda where I am a board member with Baylor Uganda Children's foundation (Part of Baylor Paediatrics international and Baylor College of Medicine, Forum for Women in Democracy, TUNAWEZA Foundation and Smart Girls Foundation. In my role as a board member, I enable management and leadership to deliver on their commitment for the shareholders and common good for which the organization was formed. I shape and challenge culture, performance, and accountability and above all compliance and sustainability.

**EDUCATION:**

<b>University Attended</b>	<b>Degree/certificate education obtained</b>	<b>Date Obtained</b>
Quantic Business and Technology School	Master's Degree in Business Administration.	Nov 2021
CultureTalk Institute USA	Certified Cultural Transformation Professional	May 2021
Strathmore Business School	Certified Family Business Professional	October 2020
Coach Masters Academy	Advanced Professional Coaching Certificate	June 2020
Coach Masters Academy	Professional Coaching Certificate	July 2019
Strathmore Business School	CEO Apprenticeship Program	2014
Diageo PLC	Diageo Africa Global Leadership Development	2013
World at Work	Certified Global Remuneration Expert	2008
KwaZulu Natal University	Certified Balanced Scorecard Professional	2004
Uganda Management Institute	PG Diploma in Human Resource Management	2003
Makerere University (Uganda)	Bachelor's Degree in Social Science	1998

**EXPERIENCE RELEVANT TO THE ASSIGNMENT**

PERIOD	TASK/ASSIGNMENT	Client	Project	Role
2022	<ul style="list-style-type: none"> <li>• Refresher training for Uganda Revenue Authority</li> </ul>	Uganda Revenue Authority	Workload Assessment	Lead Consultant
2022	<ul style="list-style-type: none"> <li>• Conduct Training needs assessment</li> <li>• Develop training content</li> <li>• Develop training</li> <li>• Conduct post training assessment</li> <li>• Offer coaching and mentoring to the Senior leadership Team</li> </ul>	FundiBOTS Uganda	Senior Leadership Team Training	Lead Consultant
2022	<ul style="list-style-type: none"> <li>• Conduct Training needs assessment</li> <li>• Develop training content</li> <li>• Develop training</li> <li>• Conduct post training assessment</li> <li>• Offer coaching and mentoring to the Senior leadership Team</li> </ul>	Stanbic bank Incubation Limited	Leadership Strategy Retreat and Training	Lead Consultant
2022	<ul style="list-style-type: none"> <li>• Conduct Training needs assessment</li> <li>• Develop training content</li> <li>• Develop training</li> <li>• Conduct post training assessment</li> <li>• Offer coaching and mentoring to the Senior leadership Team</li> </ul>	World Vision Uganda	Staff Training on Communication and engagement	Lead Consultant
2021	<ul style="list-style-type: none"> <li>• Conducted training needs assessment.</li> <li>• Conducted learning style preferences.</li> <li>• Developed training materials.</li> <li>• Conducted training.</li> <li>• Conducted training evaluations.</li> <li>• Generated training reports</li> </ul>	Uganda Revenue Authority	Workload Assessment	Lead Consultant
2021	<ul style="list-style-type: none"> <li>• Functional analysis</li> <li>• Salary and benefits survey</li> <li>• Manpower Planning</li> <li>• Competence Framework development</li> </ul>	Uganda Red Cross Society	Functional Analysis	Lead Consultant
2021	<ul style="list-style-type: none"> <li>• Conducted talent gap analysis.</li> <li>• Developed talent management tools and procedures.</li> <li>• Conducted co-facilitated workshops with the Human</li> </ul>	Copper Motors Limited	Talent Management and Succession Planning	Lead Consultant

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	resources department and the executive leadership team. <ul style="list-style-type: none"> <li>Developed an Action plan</li> </ul>			
2020	<ul style="list-style-type: none"> <li>Co-creation of the TIV strategic Plan</li> <li>Design strategic business Goals.</li> <li>Develop Leadership Training materials.</li> <li>Conduct change readiness assessment.</li> <li>Co-facilitate change management workshops.</li> <li>Enlist change management</li> </ul>	The Innovation Village	Strategy and Organizational Capability Assessment	Lead Consultant
2020	<ul style="list-style-type: none"> <li>Review the current business plan, and business strategy for Speak FM.</li> <li>Review management and operations systems, resources allocation to determine success for Speak FM.</li> </ul>	Forum For Women in Democracy	Strategic Business Review and development	Strategy and Organizational Capability Assessment
2019	<ul style="list-style-type: none"> <li>Assessment of the Vision, mission, values, and theory change positioning to determine realization of the founder's dream.</li> <li>Funding and business development assessment</li> <li>Organizational systems and process assessment and review</li> </ul>	Smart Girls Foundation	Strategic Business Review and development	Lead Consultant
2018	<ul style="list-style-type: none"> <li>Conducted organizational capacity assessment.</li> <li>Reviewed and assessed the UNRA Transformation Agenda and project</li> <li>Developed assessment tools.</li> <li>Generated reports .</li> </ul>	UNRA/World Bank.	Diagnostic Study of UNRA	Institutional Expert
2018	<ul style="list-style-type: none"> <li>Conducted individual leadership capacity assessment.</li> <li>Developed capacity development interventions.</li> <li>Conducted coaching sessions.</li> <li>Conducted assessment pre, during and after the coaching interventions.</li> </ul>	Vivo Energy	Executive Coaching	Lead Consultant

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2018 TODATE	<ul style="list-style-type: none"> <li>Developed the organizational strategy and operations,</li> <li>Lead customer acquisition and delivery of excellent business results.</li> <li>Develop strategic partnerships with other key consultants.</li> <li>Grow market Business revenue.</li> </ul>	Africa Executive Leadership Solutions	Business Management	Managing Partner
2017-19	<ul style="list-style-type: none"> <li>Conduct job assessment and reviews</li> <li>Develop assessment tools.</li> <li>Co-facilitate the review sessions.</li> <li>Generate reports.</li> <li>Quality assurance and compliance</li> <li>Develop materials and train the leadership Team</li> </ul>	Makerere University Walter Reed Project	Job evaluation, Recruitment & Leadership Training	Lead Consultant
2017-2020	<ul style="list-style-type: none"> <li>Conduct job assessment and reviews</li> <li>Develop assessment tools.</li> <li>Co-facilitate the training sessions.</li> <li>Generate reports.</li> <li>Quality assurance and compliance.</li> <li>Conduct team building activities</li> </ul>	Makerere University John Hopkins University	Job evaluation, Training, Team building	Lead Consultant
2019	<ul style="list-style-type: none"> <li>Conduct training needs assessment</li> <li>Develop training materials.</li> <li>Conduct training</li> <li>Conduct training evaluations</li> </ul>	World Vision Uganda	Leadership Training and Team building	Lead Consultant
2014-2018	<ul style="list-style-type: none"> <li>Manage manpower of over 2000.</li> <li>Develop and roll out training programs</li> <li>Develop and roll out customer experience training</li> <li>Turnaround overall business performance against revenue &amp; debt collections/performance,</li> <li>Develop a organizational structure.</li> </ul>	Umeme Limited	Strategic Human Resources Leadership	Head Human Resources

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	<ul style="list-style-type: none"> <li>Set up a culture of integrity and accountability with an employee</li> </ul>			
2010-2014	<ul style="list-style-type: none"> <li>Strategic Human Capital leadership</li> <li>Lead organizational change.</li> <li>Oversee talent management and succession planning.</li> <li>Manage industrial relations</li> </ul>	Uganda Breweries Ltd	Strategic Human Resources Leadership	HR Director
2006-2010	<ul style="list-style-type: none"> <li>Manage performance.</li> <li>Develop training plan and train.</li> <li>Develop a training budget.</li> <li>Conduct training evaluations</li> </ul>	MTN Uganda	HR Leadership	
2000-2006	<ul style="list-style-type: none"> <li>Manage performance.</li> <li>Develop training plan.</li> <li>Develop a training budget.</li> <li>Conduct training evaluations</li> </ul>	Uganda Revenue Authority	HR Leadership	Supervisor HRM

#### ENTREPRENEURIAL EXPERIENCE

1. Founder Redtoken Solutions Uganda, a software development company that enables young people to enhance work experience capabilities on real projects.
2. Founder [www.ichuzz2work.com](http://www.ichuzz2work.com) a web-based and mobile application jobtech solution connecting skilled refugees and African Youths to the labour market.
3. Founder Family Business Advisory Services, A dedicated professional advisory services provider to family-owned business in Uganda.
4. Founder Africa Executive Leadership Solutions, a Technology, organization, and people consulting practice Headquartered in Kampala Uganda with partnerships in South Africa, Australia, Italy, Kenya and US

I served as the President of the Human Resources Managers' Association of Uganda from 2014-2018.

I have provided technical insights into the Pension Sector Liberalization and Reforms Program under the Ministry of Finance, Economic Planning and Development, Government of Uganda.

I, Patrick Ngolobe, do confirm that the above information is a true reflection of my training, education, and work experience gained over a period.



17.August.2022

Signature &Date