

EDUCATION

MA Psychology (Research)
[1997 University of Pretoria]

REGISTRATIONS

Health Professions Council of
South Africa [PS0058335]

Society for Industrial & Health
Professions Council of South
Africa [PS0058335]

Organisational Psychology of
South Africa [Member]

ACCREDITATIONS

SAQA – Assessor

DPSA Accredited

Neurozone Coach

Psychometric Test Accreditation

- Hogan Personality Suite
- Saville Wave
- CPP
- Giotto
- Psytech
- CEB/SHL

SPECIALISATION

Organisational development and
restructuring

Culture and change management

Employee engagement

Executive and senior leadership
development

Talent management

Competency frameworks

EXECUTIVE SUMMARY

Marianna is a registered psychologist with 26 years' experience in the field of organisational development and consulting. She is currently completing her doctorate in consulting psychology through UNISA.

For many years she worked as a management consultant on a national and international level, obtaining valuable experience in the world of business, management, and organisational development. Consulting in the Middle East (Dubai) for three years has further broadened her experience in organisational development. Marianna has successfully managed large-scale organisational restructuring projects in the public and mining sector, gaining experience in culture and change management. Part of her more recent experience in culture change includes a project for Nedbank (involving 17 000 staff members across RRB), and international culture and change survey for Old Mutual Emerging Markets, an employee engagement initiative for KWV and a culture/engagement project for the Water Research Commission, and the development of a talent management process for Capricorn Holdings (Bank Windhoek).



CONSULTING ASSIGNMENTS

Client	Nature of assignment
Nedbank	Large-scale three-year culture change project with RRB, involving 17 000 staffers
Old Mutual Emerging Markets	International culture survey across several business units (± 2 000 employees)
Coega Development Corporation	Design & implementation of a senior management coaching & development programme
Office of the Premier – Eastern Cape	Organisational restructuring project
Bank Windhoek	Design & implementation of talent management programme
Gold Fields	Snr and Mid-level Assessment Centres as part of comprehensive business transformation project
Dubai United Arab Emirates	Development & implementation of an executive development programme for the Ministries of Dubai
KWV	Engagement survey & implementation plan