



Jeannie Harning

Company: Action iT Learning (Pty) Ltd

Position: Human Resources and Learning, Director and Shareholder

Email: jeannie@actionit4u.com

Professional qualifications & membership:

- Master's degree in International Studies - Rhodes University, Grahamstown, South Africa.
- Bachelor of Arts Degree in Political Science - San Francisco State University, San Francisco, California, USA.
- Tamalpais Union High School, Mill Valley, California, USA.
- Qualified facilitator against SAQA US 117871 - Facilitate learning using a variety of given methodologies.
- Completed short course programme on Foundations of Animal Law, University of Johannesburg.

Professional background:

- Jeannie is the HR & Learning Specialist for Action IT Learning with over 20 years training and consulting experience working at Deloitte and predominantly as an independent small business owner.
- Jeannie has developed training programmes specifically focused on municipal capacity building, including Implementing Regulation 890, Managing Individual Performance and Using Competencies Effectively in the Municipal Environment.
- Jeannie has been involved in professional consulting specialising in Service Strategy, Leadership, Innovation, Training, Development, Change Management and general HR consulting and training for both the private and public sectors.
- Jeannie's consulting skills has seen her conducting various facilitations and trainings/ workshops for her previous employs (Including Deloitte's) and currently Action iT's clients at various levels of staff.
- Jeannie's key ability is the rare skill of linking strategy to operations and implementation
- which has made her asset to the Action iT team.
- Jeannie, through her small business ownership, also developed various business management skills such as financing, budgeting, marketing and business development functions.

Subject matter expert:

- Jeannie has designed, wrote, implemented and project managed numerous training and leadership programmes to empower behavioural change within several industries, including but not limited to:
 - ✓ Banking.
 - ✓ Local and National Government.
 - ✓ Manufacturing.
 - ✓ Health.
 - ✓ NPOs.
 - ✓ Engineering.
 - ✓ Hospitality.
 - ✓ Logistics.
 - ✓ Retail.
 - ✓ Insurance.
- Jeannie executed consulting projects within the clients below but not limited to:
 - ✓ Fetakgomo Tubatse Local Municipality.
 - ✓ Greater Letaba Local Municipality.
 - ✓ Ephraim Mogale Local Municipality
 - ✓ Bell Equipment SA.
 - ✓ Louis Vuitton.
 - ✓ Public Servants Association.

- ✓ City of Johannesburg.
- ✓ City Power.
- ✓ Department of Home Affairs.
- ✓ Wits Enterprise.
- ✓ Namibia Polytechnic.
- ✓ Standard Bank.
- ✓ Netcare.
- ✓ Protea Hotels – Marriott Group.

Industry experience:

- Although Jeannie is a highly skilled HR and Learning expert, she has developed and proven her ability across a broad range of skill sets which has enabled her to successfully deliver a multitude of projects, including:
 - ✓ Strategic & Analytical Thinking.
 - ✓ Performance Management
 - ✓ Leadership Skills.
 - ✓ Communication – Written & Verbal.
 - ✓ Problem Solving.
 - ✓ Client Relationship Development & Management.
 - ✓ Facilitation & Presentation Skills.
 - ✓ Organisation Development & Change Management.
 - ✓ Management Consulting.
 - ✓ Financial Management.
 - ✓ NPO Consulting & Operations.
 - ✓ NPO Fundraising.

Recent addresses & presentations:

- Jeannie guest lectured at Wits University on their HR Management Development Programme – (2013)
- Jeannie guest lectured at Namibia Polytechnic on HR Management Development Programme – (2015, 2017)