

# Dr Clif P Lewis 🍎🍌

PhD Industrial Organisational Psychology | Registered CPsychol and CHRP |  
Former Head of Research and Head of People | Published researcher

SEP 2020 – CURRENT

## South32 Global Business Services – JHB, South Africa

*Specialist: Governance, reporting to Principal: Robotic & Cognitive Automation*

- Support the Principal for Robotic and Cognitive Automation with the design, automation and maintenance of a policy document management system
- Develop analytical frameworks and perform periodic analyses of compliance data
- Lead departmental discussions on governance improvement
- Design and deliver training on changes to governance process and policy
- Audit and propose amendments to existing M&E frameworks
- Assist stakeholders with annual planning for the implementation of the M&E framework
- Contribute to the collection and analysis of stakeholder engagement data

OCT 2019 – AUG 2020

## Independent Consultant (other client sectors: Construction, Energy)

- Audited existing policy and draft revised policy documents
- Mapped cross-border HR Admin processes and proposed process improvements
- Developed employee wellness strategy as part of business continuity planning
- Conducted psychometric assessment for leadership identification and development
- Conducted qualitative and quantitative research and built foundational analytical frameworks
- Provided employment relations and employment law advisory services to executive management teams

MAR 2019 – SEP 2019

## Uconomy (formerly UnlockD) – JHB, South Africa

*Head of Research and Development, reporting to CEO*

- Oversaw the management of all research projects as a business service
- Focus group-, interview- and survey design and data gathering
- Directed data-driven internal compliance and risk advisory as a member of ExCo
- Reporting and data visualization to internal and external stakeholders (eg SETAs)
- Guided the strategic direction of relationships with international research institutions
- Directed the design, analysis and interpretation of the group's M&E function
- Principal Psychologist (group-wide practice and PSIN supervision)

JUN 2018 – FEB 2019

## Head of People, reporting to COO

- Managed a department comprising of 25 employees, 6 Business Units and 7 direct reports
- Curated skills and linked capabilities of people to opportunities across the employee lifecycle
- Organisational development improvements in line with scaling strategy
- Designed process automation and oversaw all aspects of Human Resource operations
- Directed the effective implementation of recruiting and development solutions
- Directed the implementation of monitoring and evaluation processes and practices
- Principal Psychologist (group-wide practice and PSIN supervision)

APR 2018 – MAY 2018

## Talent Specialist, reporting to Head of Talent

- Oversaw the learner talent acquisition process
- Identified opportunities for improvement of offerings to recruit and develop talent
- Planned and compiled annual Talent Calendar
- Oversaw the implementation of employee engagement interventions

MAR 2017 – MAR 2018

## The Amalgamated Group – Cape Town | Dubai | London

*Consulting Psychologist, reporting to MD*

- Developed strategy aligned policies in global context: diversity, recruitment, performance
- Designed and conducted experimental research for business improvement
- Internal governance and compliance advisory to executive management
- Designed and conducted psychometric assessment batteries for talent acquisition and development

NOV 2015 – FEB 2017

## DIFC Dispute Resolution Authority's Academy of Law – DXB, United Arab Emirates

*Learning and Development Officer, reporting to AoL Director*

- Organisational development and implementation of procedural infrastructure
- Led the establishment of strategic collaborations with external partners
- Led the planning and implementation of innovative service strategy (see Awards)
- Researched, planned, implemented and managed international publishing projects
- Designed curricula and oversaw the production of offerings
- Led the implementation of an e-learning platform, production of content, and People analytics
- Oversaw all matters related to compliance with regulating bodies (eg. KHDA, LAD)
- Reported to executive management on the Academy's research and publishing activities
- Designed and facilitated effectiveness interventions (including psychometric assessment)
- Chaired an interdepartmental business improvement task team

CPSYCHOL 12/16

CHRP 12/16

PHD 11/16

OCT 2012 – OCT 2015

## Independent (clients included QMUL, U.o.Westminster & EF Academy) – LDN, United Kingdom

*Education Consultant*

- Designed learning activities within the scope of established curricula
- Designed and conducted formative and summative assessments
- Taught undergraduate and Masters classes (HRM, Diversity, Leadership, L&D, Org.Psych)
- Coached final-year undergraduate and post-graduate research dissertation writing
- Career counselling (including psychometric assessment)
- Reporting to various stakeholders on progress, assessments and challenges

MAY 2009 – SEP 2012

## Shoprite Group – PTA, South Africa

*Divisional Training Manager, reporting to Divisional HR Manager*

- Led the Division's training and development function for approx. 14,000 employees
- Led the divisional implementation of the group's SETA and NQF aligned L&D strategy
- Designed and conducted external research on training and development trends
- Designed and conducted internal annual training needs analysis research for the division
- Acquisition of SETA registered management apprentices and advised on succession
- Designed and conducted competency-based assessments (psychometric, ACs, 360°)
- Facilitated assessment-aided management PDPs and provided career coaching
- Designed and facilitated original leadership development interventions
- Led the implementation of a centralised M&E framework within the division

RHRP 04/12

HPCSA 04/12

MCOM 12/11

FEB 2008 – APR 2009

## Independent (client sectors: HR Services, Financial Services) – CPT, South Africa

*Training Consultant*

BCOM 12/07

MAY 2005 – NOV 2007

## Ronel Cakery – CPT, South Africa

*Business Development Consultant*

## CONTACT

|                  |                      |
|------------------|----------------------|
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## SOCIAL



## EDUCATION

|                      |                                      |
|----------------------|--------------------------------------|
| Doctorate, 2016 - UK | Business Management (IOP focus)      |
| Masters, 2011 - ZA   | Industrial Organisational Psychology |
| Bachelor, 2008 - ZA  | Industrial Organisational Psychology |

## CERTIFICATION

|              |   |
|--------------|---|
| Psychometric | Cognitive Process Profile (CPP)               |
|              | Hogan Assessment Suite (HPI, HDS, & MVP)      |
|              | Emotional Quotient Index (EQ-i²)              |
|              | Myers-Briggs Type Indicator (MBTI)            |
|              | Work Personality Index                        |
| Learning     | Learning Potential Computerised Adaptive Test |
|              | Neuro-Linguistic Programming                  |
|              | Registered Assessor                           |
|              | Registered Moderator                          |
|              |   |

## REGISTRATION

|                  |                                  |
|------------------|----------------------------------|
| BPS, 2016 - UK   | Chartered Psychologist           |
| HPCSA, 2012 - ZA | Psychologist in Private Practice |
| SABPP, 2012 - ZA | Chartered HR Professional        |

## SOFTWARE

|              |   |
|--------------|---|
| Desktop      | Microsoft Office 365<br>Google Workspace  |
| Productivity | Microsoft Teams<br>monday.com<br>Trello<br>Microsoft Power Automate                       |
| HR           | SuccessFactors<br>Workable<br>BambooHR  |
| Analytics    | Quantitative: Google Data Studio, SPSS, Tableau<br>Qualitative: Mendeley, NVivo, Atlas.ti |
| Media        | Photoshop, Filmora, Prezi   |

## AWARDS

|                    |                                 |
|--------------------|---------------------------------|
| Johannesburg, 2021 | GBS RPA Innovation Award        |
| Johannesburg, 2020 | GBS Q3 Team Performance Award   |
| Dubai, 2016        | In-House Legal Innovation Award |
| London, 2015       | TEDxQMUL concept design         |
| Munich, 2014       | Best Paper Award                |
| London, 2012       | Doctoral Studentship            |
| Pretoria, 2011     | Golden Key Honor Society        |
| Pretoria, 2011     | UP Merit Bursary                |
| Cape Town, 2010    | Shoprite Postgrad Bursary       |
| Stellenbosch, 2008 | SU Leadership Bursary           |

## RESEARCH PROJECTS

|                   |              |
|-------------------|--------------|
| Conference Papers | Publications |
|-------------------|--------------|