



Shaun Clunie

Individual and Team Development Specialist

Shaun has 28 years of business experience and 5 years' experience in education. He has been active in the establishment of small to medium-sized enterprises (SME'S), particularly in the field of optimal team structuring, team and role complexity analysis, leadership team and individual profile analysis, Key Performance Indicator (KPI) development and individual and team growth coaching and counselling. Shaun is also a qualified psychologist and psychometrist and has assisted SME's with talent needs analyses and on-boarding of key individuals and assisting business to appropriately respond to business life cycles from a people perspective. He has led Human Capital teams in the insurance, niche insurance and pay TV industries.

Shaun also serves on the Board of Logwood Village, an organization affording a home to adults with intellectual disabilities and he is also active in various other civil and local initiatives.

Expertise

<p>DEPARTMENT OF EDUCATION 1985 - 1990</p>	<p>School Counsellor Individual and group counselling, leadership development, parent counselling, staff development</p>
<p>MNET / MULTICHOICE 1991 - 1997</p>	<p>Training and Development: Sales, technical, behavioural, leadership, Organisational Development, talent management</p>
<p>HOLLARD INSURANCE 1998 - 2010</p>	<p>HR Manager - Hollard Underwriting Management Division, Hollard Insurance Partners, Hollard Select Brokers. Developed Hollard's Human Capital partnership value-add proposition to 55 independent partner businesses. Also consulted to these businesses and formed part of a team that started and grew such businesses</p>
<p>2011 - 2014</p>	<p>HR Consultant to 25 Hollard Equity Brokers and Underwriting Manager businesses assisting them from a Human Capital perspective and with mergers and acquisitions</p>
<p>2015 - 2017</p>	<p>Head of People - Hollard Broker Markets. HR General Management and strategic consultation to SME business and integration of business partners. Assisted with acquisition of Etana Insurance into Hollard</p>
<p>2018 - 2020 (January)</p>	<p>Head of People - Hollard Partner Solutions. Part of a team establishing a new business unit with a new focus and strategy</p>

Education

- Masters Educational Psychology
- BA Honours: Counselling and
- Physiological Psychology
- BA: Counselling, Psychology as major
- Higher Educational Diploma

Skills

- Psychological assessment analysis, interpretation and profiling
- Individual assessment feedback - individual development facilitation
- SME leadership team profiling and consulting
- Work complexity analysis and consulting
- KPI Formulation

Relevant Certifications

- Psychometrist registered with HPCSA
- Evalex 20 and 30 assessments:
- Team and individual profiling
- Evalex 20 and 30 individual feedback consultant

Shaun Clunie

(BA, Honours | M. Ed | H.ED) t/a Intragro

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