

Résumé



Chopper Theart
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Unique expertise

Chopper is a human capital management (HCM) professional who has gained a wealth of local and international experience in consulting and advisory services, executive, general HCM and human resources (HR) positions in various corporates, as well as the public sector.

He is a seasoned HR generalist, trusted advisor and eager sparring partner to C-suite leadership teams with extensive management, team leadership, leading practice and total HR portfolio management experience.

Contributing ideas that work

Chopper is a well-travelled global citizen who has been involved in numerous projects for leading consulting firms over a 15-year period, whilst working across countries, industries, sectors and government departments/ agencies. He is well-known in the consulting fraternity for managing, leading and/or participating in numerous HR and/or HCM technology transformation projects at key local and global clients, whilst ensuring benefit realisation.

Leveraging from a strong business and industrial psychology background, his specialisation includes leading the integration between HR-related business requirements and HCM technology (including the automation/digitalisation of human capital related service offerings), HR transformation and/or business process excellence to identify new ways of work for optimised HR operations - making it faster, cheaper, more smooth and/or profitable.

Chopper plays an instrumental role in successful project delivery in terms of rendering people and HR system implementation services consulting, as well as in defining, assessing, analysing and designing/redesigning HCM business strategies, practices, processes and/or solutions.

Experience that brings insight

Chopper is fully conversant, skilled and qualified in:

- Realising across the spectrum organisational, HR and HCM technology-enabled business and service delivery transformation;
- HCM Technology (SAP HCM, SuccessFactors, Oracle, Workday, Sage VIP, TIBCO Nimbus Control, Casewise® and ARIS);
- HR system implementation;
- HR consulting;
- HR transformation;
- HCM corporate services technology;
- Target operating models;
- Management consulting;
- Project management;
- Change management;
- Human Capital Architecture consulting,
- Advising C-suite executives (CXO/HR Executive consulting)

"[Chopper] has a rare combination of skills, which allows him to deeply understand all things HR from philosophies and frameworks right down to policies and procedures and to bring them to life as practical, workable processes."

**Barry Vorster, Partner/Director
PricewaterhouseCoopers**

Industry Influence

Chopper has left his trademark as "a slayer of HR/HCM inefficiencies" in 16 industries all over the world by participating in numerous projects in well-known blue chip and PAN-European companies.

Proficiencies and certifications

- Master of Commerce in Human Resources Management (Industrial Psychology), University of Johannesburg, South Africa
- Executive Management Development Programme (University of Stellenbosch), USB Graduate School of Business, SA
- Honours Bachelor of Commerce (Industrial Psychology), University of South Africa
- Bachelor of Commerce (Industrial Psychology), University of South Africa
- Master Human Resources Professional (MHRP), SA Board for People Practices (SABPP)
- Master Reward Specialist (MRS), South African Reward Association (SARA)
- IPM Executive Professional (IPMEP), Institute of People Management (IPM)
- Industrial Psychologist, Health Professions Council of South Africa (HPCSA)
- Psychometrist, Health Professions Council of South Africa (HPCSA)
- Professional Change Agent, Telemetrics International