



## PERSONAL DETAILS

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Name: Frederick Stroebel  
Citizenship: South African  
Date of birth: 4 May 1965  
Identity number: 650504 5088 08 7

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## CONTACT DETAILS

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Contact numbers: Tel no: (work) 021- 947-5381  
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7532

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## EXPERIENCE

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- 2003-Current **Head Training & Development:**  
Sanlam Personal Finance: Human Resources
- Responsible for full range of Training & Development functions in the company (e.g. Management Training and Development, Skills Legislation, Performance Development, Training Technology Applications etc.)
  - Head of Innovation Idea Bank in Sanlam
- 2001-2003 **Senior Human Resource Development Consultant: Technology**  
Sanlam Personal Finance: Human Resources
- Establish a Virtual University according to business requirements
  - Establish an Electronic Training Nomination Database.
  - Establish Electronic Assessment.
  - Responsible for SAP HR Personnel Development Blueprint in SPF
  - Responsible for SAP HR End-User Training in SPF
  - Implementation: Performance Development in Distribution

- 2000-2001                    **Training Human Resource Development Consultant**  
Sanlam Personal Finance: Sales Management
- Involved in SPF: HR Training & Development Project.
- Co-ordinate RFI process for an e-Learning System.
  - Establish Process for Electronic Training Manuals.
  - Responsible for Sanlam Life Stratus Product Training on CD
- 1998-1999                    **Training Consultant: Sanlam Sales Training**  
Sanlam Personal Finance: Sales Training: Development Team
- Perform Needs Analysis,
  - Consult & Research
  - Develop a Training Program for Advisors and Brokers in the Financially Inexperienced Market
  - Responsible for establishing training function in Sanlam Direct and the development and training of management and staff
- 1996-1999                    **Training Consultant : Sanlam Sales Training:**
- Sanlam : Sales Training
  - Responsible for delivering New Advisor Training
  - Sales Experience in Financial Advisor Branch : Durbanville.
- 1994-1996                    **Training Co-ordinator : Skills Training**  
Sanlam Regional Head Office : Cape
- Establish Skills Training Function
- Manage budget
  - Needs Analysis
  - Schedule Training & Development Interventions
  - Facilitate & Present Training & Development Interventions
- 1991-1994                    **Training & Development Consultant**  
Sanlam Personnel Development
- Perform full range of Training & Development functions

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**EDUCATION**

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1984-1988	University of Port Elizabeth Port Elizabeth, South Africa B.A. Industrial & Organizational Psychology and Sociology. Honors in Industrial Sociology.
Nov 2000	University of California, Berkeley Programme Strategic Human Resources (3 day programme)
1991 - 2006	Attended various training & development programmes, national & international conferences (see recent list attached)

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**EXTERNAL ACTIVITIES**

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2006-2007	Chairman Institute of People Management(Western Cape)
2006-2007	Regional Board Member IPM SA
2004-2006	Committee member IPM
2007	Presented at SAP HR Global User Conference (Germany)
2007	Presented at the Pan African Development Conference (Zambia)
2004	Presented at National User Conference : On-line assessments
2005	Presented at National Conference on Performance Development
2003-2004	Chairman of the Board of Trustees Welgedacht Home Owners Association (WHOA)
2001-2004	Trustee Welgedacht Home Owners Association (WHOA)
1998-2001	Member Building & Architectural Committee WHOA

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**INTERESTS**

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- Member Orbit 4X4 Adventure Club
- Cycling

## LIST OF RECENT TRAINING & DEVELOPMENT PROGRAMMES & CONFERENCES

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- Alignment of Learning Material to Unit Standards
  - Annual Institute for People Management Conference
  - Art of Facilitation
  - Coaching for Perf. & Dev. III (Module 1)
  - Coaching for Perf. & Dev. III (Module 2)
  - E-Learning Conference
  - Entrepreneurship Conference
  - HR Consultant Module
  - Innovation in Africa Conference
  - Innovative Teamwork
  - Perception Questionmark: Authoring
  - Performance Management Conference
  - Team Build: The Great Race
  - The 21 Irrefutable Laws of Leadership: Maxwell
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