



Resumé: Cornél J Schoombee

Educational History

- ❑ B.Com (Personnel Management) : 1983-1985 (Univ. Pretoria)
- ❑ B.Com Hons (Personnel Management) *Cum Laude* : 1986 (Univ. Pretoria)
- ❑ M.Com (Industrial Psychology) *Cum Laude* : 1992 (Univ. Pretoria)
- ❑ B.A. (Hons) Psychology *Cum Laude* : 2000 (UNISA & Univ. Pretoria)

Professional Membership

- ❑ Registered as Psychologist (Industrial) with *Health Professions Council of SA (HPCSA)* - 1992
- ❑ Member of the *Institute for People Management (IPM)*
- ❑ Member of the *Society of Industrial Psychology of South Africa (SIOPSA)*

Work History

- ❑ Mining industry – 2 years
- ❑ Utility industry – 3 years
- ❑ Financial Services industry – 10 years
- ❑ Consulting industry – 11 years

Areas of work:

- ❑ General HR:
 - industrial relations
 - performance management
 - remuneration
 - HR computer systems
 - general HR administration.
- ❑ Psychological evaluation & assessment:
 - psychometric evaluations
 - assessment centres,
 - development centres
 - psycho- / medico-legal evaluations
- ❑ HR Development:
 - management development programmes
 - development programme for article clerks
 - team development programmes & interventions
 - skills audits
 - Skills Development Planning
 - Skills Development Progress Reporting
 - SD Levies management
 - Part-time lecturer / presenter in Ind.Psychology (Univ Pretoria and Univ Johannesburg)
- ❑ Employee assistance programmes:
 - Counselling services
 - Management of EAP infrastructures

Organisational levels occupied:

- Internal Consultant
- HR Manager (national) – Financial Industry
- Psychologist
- Private practicing consultant – Partner of *Schoombee, Wessels & Associates*
- Sole proprietor / owner of *3-P unLimited*

