

ANDREA 'ANDY' GOLDING

PEOPLE SPECIALIST RESUME

Amsterdam,
The Netherlands

REDACTED FOR WEB

AndyGolding.com

[AndyGolding](mailto:AndyGolding@stillhuman.co.za) 

SUMMARY

I believe that everything that you get or don't get out of people at work is a direct result of people practices and leadership. I help companies optimise both in alignment with the business strategy, goals and objectives.

I have built and exited a business giving me a unique insight into the day-to-day and strategic operational requirements of business. I have consulted to and worked at businesses of all life-stages and industries. Enabling, equipping and empowering people and business to achieve awesome results is what I do.

LANGUAGES

English



Spanish



Actively Learning

Dutch



Actively Learning

SKILLS HIGHLIGHT

- Entrepreneurship & Business Operations
- Project Management
- Business Strategy & Administration
- Employee Experience Design & Implementation
- Employee Value Proposition & Lifecycle Design
- Workplace Design: Co-located, Remote & Hybrid
- Leadership Development, Coaching & Advisory
- Learning Design & Delivery
- People & Culture Strategy Design & Implementation
- Knowledge Management


REFERENCES

Brad Shorkend: Former business partner.
brad@stillhuman.co.za | +2783-6000-111

Cheryl Leib: Former Client
cherylleib@gmail.com | +2782-641-5211

Frieda Mocker: Former Manager; Sastrify
frieda.moecker@sastrify.com


EDUCATION

 SEMCO Style Certified Expert | SEMCO Style Institute USA, 2023


 How to Manage a Remote Team | GitLab, 2021

 Behavioural Economics | Ogilvy & 42Courses, 2020


 Co-Active Coaching Fundamentals | Competence (A Schouten & Nelissen Company), 2023

 Seth Godin - Learning & Education | Udemy, 2021

 Dare To Lead | Brené Brown, 2019

 Circular Economy & Sustainability Strategies | Cambridge Judge Business School, 2022

 The Foundations of Remote Businesses | EdCast & GitLab, 2021

 Bachelor of Arts | Brand Building & Management. Vega School, Johannesburg South Africa, 2011

PUBLICATIONS



I co-authored my first book 'We Are Still Human (and work shouldn't suck)' with my business partner in Still Human, Brad Shorkend in 2018.



I contributed a chapter to the 2020 book: "The Book Every Business Owner Must Read".

TEDx

My first TEDx is live on the TED platform and [YouTube](https://www.youtube.com/watch?v=...) (2021). "Are You Switching People On, Or Depleting Them"

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(RELEVANT) WORK HISTORY

JUNE 2022 - PRESENT

Sastrify - Remote Work Manager

Although the role was called Remote Work Manager I functioned as the Workplace Design Manager leading three core portfolios:

Social Glue & Culture

- Owning and co-creating the culture strategy.
- Ideation, implementation and evaluation of various virtual events.
- Creation of guidelines, templates, presentations and catalogs for leaders to use for designing in-person events.

Remote Work Enablement

- Ensuring people are set up for success in doing great work from wherever, whenever.
- Knowledge management and documentation strategy.
- Coaching and enabling leads on general and remote leadership topics.
- Developing and implementing a more asynchronous way of working with a focus on 'using synchronous communications strategically'. Leveraging tools and templates (Notion) to create reliable and searchable asynchronous team communication methods.

Learning & Development

- Ownership of the People Development Strategy.
- Ownership of Leadership Development content creation.
- Ownership of the internal LMS (WorkRamp) and internal academy.
- Project management for content and learning creation for the internal academy as well as workshop design and delivery
- Creation and population of content on the internal academy as well as partnering with People Operations and leaders to define learning needs, and either custom build training content or source externally.

AUG 2021 - JUNE 2022

MFS Africa - Hybrid Optimisation Lead

After selling out of Still Human, I joined MFS Africa (full-time, remote) to help the business redesign themselves to operate optimally as a hybrid / distributed company with OpCos and offices across Africa, London & Mauritius as well as fully remote team members across the world.

My core role involved:

- Owning the final-stage implementation of the HRIS (BambooHR).
- Remote & Hybrid Employee onboarding design and process automation.
- Knowledge Management Strategy Design & sourcing and implementing Confluence, a Knowledge Management System.
- Pre & Post Merger Stakeholder alignment, management and education regarding best practices for employee experience design and organisational effectiveness.
- Sourcing and introducing an employee experience assessment platform (TinyPulse) as well an LMS (AbsorbLMS) with a focus on interfacing with our HRIS and streamlining reporting and data push and pull.

Prior to my departure, I was offered the role of Director of Organisational Effectiveness for the MFS Africa group, however the required relocation was not viable for me.

2015 - NOVEMBER 2021

Still Human - Co-Founder & Employee Experience Specialist

I co-founded Still Human with Brad Shorkend in 2015. We co-developed the 12 Essentials Model, a framework for designing exceptional employee experience.

Still Human worked with local and global businesses, start-up accelerators and business incubators alike offering a variety of services across the spectrum of employee experience and people operations design.

Notable clients include: Sanofi, Tiger Brands, Smollan, Facebook, Sanlam, Hollard, AlphaCode, Entrepreneurs Organisation, Standard Bank, First National Bank, Salesforce and BMW.

As co-founder and Employee Experience Specialist, my core roles and responsibilities included:

- Business Strategy
- Business Operations & Administration
- Sales & Client Liaison
- Project Management
- Business Development
- L&D Program Design & Facilitation (live & on demand)
- Employee Value Proposition & Lifecycle Design
- Employee Experience Strategy Design and Implementation
- People & Culture Consulting, Strategy Design and Implementation
- Leadership coaching, development and advisory
- Keynotes, Presentations, Panel Discussions, Radio & TV interviews.
- Assessment process design and implementation

2014 -2017

Strive CBA (Companies Behaving Awesomely)

I founded 'Strive' on returning from a brief time living in Spain.

Strive's mission was to help companies design exceptional experiences for all employees. I was a solo founder and consulted to start-ups and big businesses alike on 'getting the people stuff right'. Strive merged into Still Human in 2017. Strive & Still Human shared the same objectives and my role was similar in both companies.

2013 - 2014

Missing Link | 21 Tanks

I applied to work at Missing Link only because they were renowned for having an exceptional company culture and I wanted to explore what working in a great culture was like. I worked as a researcher and facilitator. Designing facilitation process and deep-dive problem solving interventions for cross-industry clients.