

Dr Sharon Munyaka



Sharon is an Organisational Psychologist working across South Africa.

A firm believer in focusing on what is right with people, Sharon works at an individual, team and organisational level to positively transform behaviour in the workplace.

Sharon is a strong facilitator and holds transformative conversations across all job levels.

She utilises her broad skill base and diverse toolkit to unlock potential and to move the conversation to where it needs to get to.

- Sharon holds a doctorate in industrial psychology from the Nelson Mandela University in South Africa. She is a registered Organisational Psychologist with the Health Professions Council (HPCSA) and has over 20 years experience in positively transforming behaviour in the workplace. She has worked across multiple industries and works at an individual, team and at an organisational level.
- Sharon has facilitated conversations in South African organisations such as the Nelson Mandela University, Eskom Koeberg Power Plant, National Research Foundation, Primedia Pty Ltd, Telkom, Sasol, WITS and Rhodes University as they went through large scale change as part of their institutional culture and renewal process. She has been working with leadership teams on adjusting their business processes to align with the global coronavirus pandemic. Different strategies to manage the mental, emotional and physical well being of their staff has been offered across job levels.
- Her scope of work in these aforementioned organisations also included facilitating conversations around diversity and transformation. Her strong facilitation skills have put her in good stead to manage conflict and the general unwillingness to shift from the status quo. She continues to support the leadership teams of these organisations in their strategic endeavours. She also facilitates diversity processes in schools across SA. With ongoing global change, Sharon has been supporting schools to become more agile and relevant.
- Sharon is an accredited Theory U Facilitator (MIT, Presencing Institute) and applies it extensively in her work. Sharon was invited and selected by Common Purpose, UK to be part of the global CSCLeaders 2019 cohort to answer the question of how to build resilience in cities across Commonwealth countries.
- Sharon uses her expertise in positive psychology to facilitate the development of the required levels of psychological capital, psychological climate and team commitment as it relates to optimum performance in organisations. She supports leadership teams across SA to create focus and productivity in uncertain times.
- In addition to developing strategies for optimum performance, Sharon has a strong talent management capability which has resulted in her continual support of clients such as Primedia Pty, Flint Group South Africa, Praekelt Foundation, Massmart Holdings, Massdiscounters, Nedbank, Reserve Bank of South Africa.
- Sharon's strong research capability has seen her spearheading the employee engagement research process at Coca Cola Sabco. Sharon also led the research team in the Eastern Cape Department of Health in understanding patient satisfaction levels across the province. She also led the research team in the Eastern and Western Cape during the Oxford University and South African Department of Social Development Project on Determining Indicators of Poverty and Social Exclusion in South Africa.
- Sharon does leadership coaching across sectors with a keen interest in high potential leaders moving up the leadership pipeline. Sharon is accredited on Results Based Coaching, ORSC, LUMINA and the Enneagram. She teaches coaching modules at business schools.
- Sharon's strength lies in being an igniter of potential and working with a leader to achieve their desired results. She has worked extensively on the leadership programmes for Citibank, Nelson Mandela University Business School, Henley Business School, RCL Foods, HERS-SA, SANLAM etc. She is also an executive coach for Breakfast Club Africa which coaches leaders across Africa.
- Sharon is an accredited mediator with Conflict Dynamics in South Africa and the Centre for Effective Dispute Resolution (CEDR), UK. Sharon has an interest in working on commercial and medical mediation matters.
- Sharon is passionate about education and uses her vocation for social progress. Sharon is a business partner at the Partners for Possibility and is working with school principals to transform education. She serves as a trustee for the SHL PBO. Sharon serves as a Deputy Chair (Health) and Director on the board for Medicolegal Practice in South Africa. She is a recognised expert witness on civil litigation matters across South African courts. She also works on arbitration matters in the workplace. Sharon also serves as the Psycho-Legal Chair for the Society of Industrial and Organisational Psychology South Africa.