



CASE STUDY

SHARLENE NARRAIDU

Tongaat Hulett is committed to creating an environment for its employees to learn and grow. Sharlene Narraidu's career at the company is an example of this commitment in action. Prior to joining the company in November 2000, her first job was with Legend Security as a security guard at the Tongaat Hulett Maidstone mill. Her responsibilities included access control, patrolling the mill and searching sugar trucks. Her time at the company has seen her grow from a senior recruiting clerk/secretary/receptionist at sugar's agricultural operations to the technical skills development manager for the South African sugar operations.

She began studying towards her BComm Degree in human resource management three months after joining Tongaat Hulett's agricultural human resource (HR) Team. As the department restructured, she was given more responsibility and assumed the role of HR assistant until 28 February 2007. She left Tongaat Hulett to explore other options and joined Apollo/Dunlop Tyres Pty Ltd as an HR officer. Sharlene always had her heart set on working for Tongaat Hulett again. Towards the end of 2007 she was offered a position to return to Tongaat Hulett as HR administrator at Maidstone mill, which she accepted on 1 January 2008.

As part of her developmental commitment an HR development plan was put in place for her in 2009 and was completed over 18 months. On completion of her training programme she was promoted to assistant HR manager for Maidstone mill

in 2011 and in June 2013 she was again promoted, this time to operations HR manager. In April 2016, she was offered the opportunity to take up an entirely new role in the organisation, as technical skills development manager for the South African sugar operations, responsible for technical skills interventions focusing on bolstering engineering/production capacity and skills.

Her ambition is to take the company to a higher level from a technical skills perspective, streamlining systems, and working in cross-functional teams across the operations to assist the company in meeting its strategic objectives.

During her time at the company Sharlene has had many opportunities to upskill herself including her BComm HRM Qualification, numerous HR specific courses and training programmes and in 2015 she was one of 39 employees strategically selected to take part in the SMDP which she successfully completed.

Sharlene's father worked for the Tongaat Sugar Company in the early 1950's for more than 35 years as a crane driver in the agricultural sector. She says: "He continues to be my inspiration and the reason behind me always wanting to achieve the best in the company and my personal life. I am truly humbled by his legacy and in spirit I want to continue to make him proud." She believes that nothing is impossible to achieve. Passion, integrity and a strong work ethic is what keeps her going.