MIHATCHI PROFILE

Mihatchi Leadership Center International [MLCI]



MIHATCHI GROUP

Prof Dr Michael Dynamite Munkumba,
MANAGING DIRECTOR.
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Women Leaders' Training Program

MIHATCH

MIHATCHI GROUP

Mihatchi is a name encompassing a group of companies in Management Consulting and Training; Hospitality; Fashion Design and Metal recycling.

The company is registered in Zambia and Tanzania. The Tanzanian operations will, God willing, commence in 2025.

MIHATCHI LEADERSHIP CENTER INTERNATIONAL PROFILE

Company Identity

Name: Mihatchi Leadership Centre International Limited **Type**: Private Company Limited by Shares **Jurisdiction**: Republic of Zambia **Company Registration Number**: 125974 **Serial Number**: 2779887 (Mihatchi, Tanzania, registered, not yet active)

Incorporation Details

The company was officially incorporated on **11th September 2014** under Section 10 of the Companies Act. This date marks the legal commencement of Mihatchi Leadership Centre International Limited as a registered entity in Zambia.

Our vision: A world where visionary leaders spark bold transformations and unlock limitless possibilities for every community.

Our mission: Empowering leaders across government, multilateral, private and non-governmental sectors with transformative leadership and management training and consultancy—igniting bold innovations and shaping a future of limitless possibility.

Our unifying Commitment: We stand tall together, harmonizing our thoughts, words and actions into one unstoppable force for good.

- **Compassion**: *We lead with genuine empathy, uplifting every voice through kindness and understanding.*
- **Respect**: *We honor each individual's dignity, weaving diverse perspectives into our shared strength.*
- **Professionalism**: *We uphold the highest standards of integrity and accountability, bringing expertise to every challenge.*
- **Excellence**: *We relentlessly pursue mastery, transforming bold ambition into meaningful, lasting impact.*

Our philosophy: Driven by purpose and anchored in values, we partner with changemakers to spark bold transformations and claim the futures they were born to lead.

Our motto: Leading with vision. Transforming with purpose. Pioneering the future.

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We advise and facilitate Balanced Scorecard–compliant strategic planning, organizational restructuring; change management; training needs assessment; values training and operationalization; culture change and mentoring infrastructure, among others.

Customized training programs are available on request in the areas of: Women leaders course, Leadership Development, Board competency and board induction, Preparing women for Board roles, Strategic planning, Result–based management, Personal effectiveness, Finance for non–finance executives, Integrated Performance Management systems design (balanced scorecard), partnering in organizational Change Management, Building customer management systems, Building managerial capacity through executive coaching and mentoring, Designing Mentorship programs, Reengineering organizational processes, Culture training, training customer management (CXM), Donor funded Financial management, Capacitating Integrated Government, Public Sector Leadership Transformation, Teaching Corporate and Public Governance, Modern management paradigm (HXM), Management development program among others.

Our clients include *inter–alia*:

	ORGANIZATION	**COUNTRY**
	Management Development Division, Cabinet Office	Zambia
	TAZAMA Pipelines Limited	Zambia & Tanzania
	The Public Service: A gathering of all principal secretaries and CEOs of Parastatal organizations and agencies – *Leadership development*	Tanzania
	Cabinet of Uganda (Ministers, deputies, PSs) – *Leadership Conversations*	Uganda
	Anti–Corruption Commission (*Board and Management Team Training–2024*)	Zambia
	The Rural Electrification Authority (REA) – *Strategic Plan 2022–26*	Zambia
	National Housing Authority – *Board Induction & Management Team Training*	Tanzania
	NMB Bank – *EXCO; Zonal Managers; Branch Managers Training*	Tanzania
	I & M Bank – *Board Training; Management Team Training*	Tanzania
	The Parliamentary Service Commission – *Management Training*	Kenya
	The International Labor Organization (ILO) – *Team Building*	Zambia, Malawi, Mozambique
	IRIS – *Leadership Training*	Tanzania
	UNIFI – *Management Training in Project Management*	Zambia
	Catholic Relief Services (CRS) – *Team Building*	Zambia
	Africa Regional Intellectual Property Organization (ARIPO) – *Retreat*	Zimbabwe
	Great North Road Academy Group of Companies (GNRA) – *Mgt. Team Training*	Zambia
	The Human Rights Center – *Board Induction*	Tanzania
	T–MARC – *Strategic Plan and Board Training*	Tanzania
	SOLIDARIDAD – *Leadership Training*	Tanzania
	Victoria University – *Strategic Plan 2026–2030*	Uganda
	World Intellectual Property Organization WIPO–UN– *Leadership Training of Heads of Company Registrars of 22 countries*	Switzerland

	National Institute of Public Administration (NIPA) – *Management Team Training*	Zambia
	Healing Word Ministries International (HWMI) – *Personal Excellence*	Zambia
	ESAMI – *Management Team training*	Tanzania
	ACBF– Africa Capacity Building Foundation – *Africa Think Tanks Symposium*	Zimbabwe
	USAID – WASH – *Annual Action Planning for Zambia*	Zambia
	Management Development Division (MDD), Cabinet Office – *Team Building*	Zambia
	Victoria University – *2026–2030 Strategic Plan*	Uganda

Some Recent Assignments conducted/being conducted include:

COUNTRY	CLIENT	PROJECT
Zambia/Tanzania	TAZAMA Pipeline Company Limited	i. Salary Harmonization ii. Performance Management System iii. Finalizing 2025–2029 Strategic Plan iv. Balanced Scorecard Training to BSC Champions, Management and Board v. Organizational Restructuring
ZAMBIA	Anti–Corruption Commission	Board Induction
UGANDA	Victoria University	Strategy 2025/26–2029/30 – Balanced Scorecard Compliant
Switzerland	World Intellectual Property Org (WIPO)	Leadership 5.0 for Heads of Company and Patent Registration in 22 countries
TANZANIA	Legal and Human Rights Commission – LHRC	Board Induction
ZAMBIA	Management Development Division – MDD– Cabinet Office	Team Building and Conflict Management
ZAMBIA	Anti–Corruption Commission – ACC	Leadership for the Management Team
Zambia	Rural Electrification Authority –REA	Prepared the 2022–26 Strategic Plan – balanced scorecard compliant Evaluated the 2019–21 Strategic Plan Aligned the Organizational Structure to the SP
Zambia	Investrust Bank	2022–26 Strategic Plan – balanced scorecard compliant
Tanzania	T–MARC (health sector NGO)	2022–26 Strategic Plan – balanced scorecard compliant
Zambia	Great North Road Academy Group	Women Leaders Training
Tanzania	Secretary to Cabinet and all Permanent Secretaries	Result–based Leadership, innovation and Change in the post–pandemic era

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Zambia	National Institute of Public Administration (NIPA) Management	-Leadership and Management -Chairing of Meetings
Zambia	Great North Road Academy Group Leaders	Leadership & Personal Branding
Zambia	UNIFI – micro finance	Project Management
Uganda	Victoria University	Retreat
Zimbabwe	Africa Regional Intellectual Property Organization- *ARIPO*	Strategic Plan Retreat
Zambia	Healing Word Ministries/CAMNET TV	Success in Agribusiness Conference x2
Tanzania	NMB Bank	Organization Design – group 2
Tanzania	NMB Bank	Organization Design- group 1
Tanzania	Legal and Human Rights Commission- LHRC	Board Induction into corporate governance
Zambia	Great North Road Academy Group of companies	Personal effectiveness
Tanzania	T-MARC	Formulate Strategic elements for the NGO's constitution
Tanzania	T-MARC	Board/Management Interface
Tanzania	T-MARC	Board Evaluation
Tanzania	CRDB Bank	Personal effectiveness
Tanzania	SOLIDARIDAD	Leadership and Management

MLCI Open Training Programs 2025

Women Leaders development Program	Dubai, UAE	8-12 Dec 2025
Board Competency in a turbulent era	Dubai, UAE	15-19 Dec 2025

CONTACTS: ZAMBIA

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The Core Team (Below)

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Prof. Michael Dynamite B. Munkumba, PhD DBA FCCA

Founder, Mihatchi Group | Visionary Strategist | Chosen for Excellence

A versatile formal mentor & coach, leader, manager, trainer, consultant and lecturer with *glocal* reach. With vast multi-sectorial hands-on experience, Michael has taught, trained and mentored executives in government, non-government and private sectors including company boards, other industry captains, C- Suite executives and government cabinets in west, eastern and southern Africa. He is a change expert who leaves a lasting impact on organizations and individuals.

Catalyst for Continental Transformation

Prof. Michael Dynamite B. Munkumba is a Pan-African powerhouse—renowned for igniting change, shaping leaders, and architecting high-performance cultures across sectors and borders. With 31+ years of glocal influence, he has mentored boards, ministries, and C-suite executives from Nigeria to Namibia, Ethiopia to Mozambique. From his early days in Zambia's financial sector to leading ESAMI Business School and founding the Mihatchi Group, Michael's journey is a masterclass in purpose-driven leadership. His footprint spans banking, aviation, education, governance, and entrepreneurship—with ventures in hospitality, farming, fashion, and metal recycling.

From humble beginnings in Zambia's banking halls to boardrooms across Africa, Prof. Michael Dynamite B. Munkumba has carved a legendary path as a transformational force in leadership, strategy, and change. With over three decades of multi-sectoral influence—from finance and aviation to education and governance—he has mentored C-suite executives, trained government cabinets, and architected high-performance cultures across the continent. Founder of Mihatchi Group 🏛️ Author of *The Winding Road to Destiny* & *The Essential Management and Leadership Toolkit* 🌍 Glocal strategist, professor, and certified change expert 💼 Trusted by boards, ministries, and institutions across the continent.

Michael's brand, **"Chosen for Excellence"** is more than a motto. It's a movement. Whether designing Balanced Scorecards, reengineering organizations, or empowering women in leadership, he blends wisdom, purpose, and precision to ignite transformation.

Michael's specific expertise include Leadership development; Women in Leadership; Leadership and Change Management; Board Competency & Corporate Governance; Team Building; Organization Design Training; Modern Management; Proactive Management and Financial Management for Donor Funded Projects, Process Reengineering, Balanced Score Card and Strategic Planning, Communication Skills & Rhetoric (Speech writing and public speaking); the Future of Work; Personal Effectiveness and Personal Branding; Mentoring and Coaching; Team Building and Time Management; Finance and Accounts for Non-Finance Executives; PPPs; Diversity Management, Culture Transformation.

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Michael is a graduate of Maastricht School of Management (MSM) with a Doctor of Business Administration and is a fellow of the Chartered Association of Certified Accountants (ACCA-UK), a certified trainer in balanced scorecard, an associate professor in corporate governance and full professor of Leadership and management. He is the Founder of the Mihatchi Group of Companies.

Michael is the Founder and Managing Director of Mihatchi Group



NAMUCANA CATHERINE MUSIWA BA (UNZA); Numerous Professional Certifications

Transformational HR Strategist | Boardroom Leader | Regional Capacity Builder

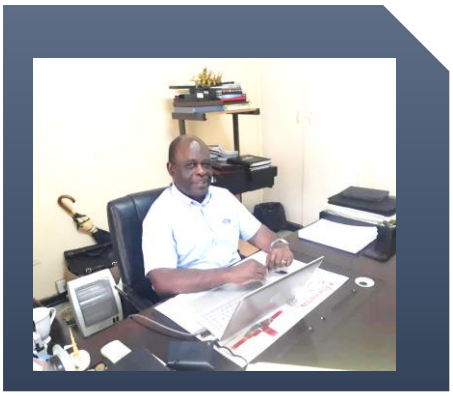
Founder & Principal Consultant – Career Prospects Limited With over 25 years of excellence in Human Resource Management and Organizational Development, Namucana Catherine Musiwa is a catalytic force in shaping leadership, governance, and institutional performance across Southern Africa. Through Career Prospects Limited, she has empowered thousands via high-impact training, strategic advisory, and executive facilitation.

Her signature expertise include: Strategic HR Development & Performance Management, Leadership, Governance & Board Induction, Organizational Change & Culture Transformation, Customer Experience & Total Quality Management and Secretarial Excellence & Administrative Mastery. Namucana designs bespoke training programs and curates elite teams of facilitators for cross-cutting topics—delivering tailored solutions to public and private institutions. Her regional footprint is demonstrated by how she is trusted by leading organizations including: Zambia Revenue Authority · AMC International (South Africa) · WASAZA · Kafue Gorge RTC · ZIHRM · Financial Training & Corporate Services (Malawi) · Insight Consulting · Independent Management Consulting Services. She has facilitated workshops for SADC, national governments, and regional bodies—driving institutional reform and leadership renewal. Namucana has served on multiple boards with distinction. These include: Professional Insurance, Corporation Zambia (2018–2025), Longhorn Associates Ltd – Vice Chair (2019–Present), Jesuit Centre for Theological Reflection – Vice Chair, University of Zambia Council – Chair, Caretaker Committee (2015–2020), Zambia Qualifications Authority – Board Chair (2014–2017), Bank of Zambia – Board Member (2018–2021), Bayport Financial Services – Board Member (2016–2018), and Citizens Economic Empowerment Advisory Committee – Member (2005).

Namucana has received several awards including: Global HR Excellence Award – Mumbai, India (2013); Africa-India HR Achiever – Mauritius (2011); First Female President – ZIHRM (2009); CEO Africa Global Awards – SME Category Winner (2017, Lusaka & Johannesburg); Host of First ZIHRM Regional Summit – Livingstone (2011). She holds a Bachelor's Degree from the University of Zambia plus Numerous certifications in HR, governance, and leadership. Held senior HR roles across sectors.

Namucana is an Associate Consultant of Mihatchi.

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DR. CLEMENT MUGALA DBA

A chartered Accountant and Economist professional with local, regional and international experience and agility in decision making with ability to see around corners to identify trends early and staying ahead of the fast-moving competitive landscape as well as tolerance for ambiguity and adaptability to execution. A team player able to build and inspire a team to compete in the market place. Areas of experience include business development and assurance services, change management and business turnaround, auditing, accountancy, advisory services, tax planning and tax management, corporate and business management, business process engineering, investment strategies, project appraisal and feasibility studies, financial management, re-structuring and re-positioning, business process improvement and service delivery, and commercialization.

In the last 30 years Clement has been involved in the consulting and professional practice industry. He has carried out consultancies in strategic planning and business planning, change management, transactional advisory services, corporate governance, structured finance, institutional assessments and development, auditing and taxation, training and development across sectors and countries in Zambia, Namibia and Canada. **Dr. Mugala is an associate consultant of Mihatchi.**



ABRAHAM MAKANO (MBA)

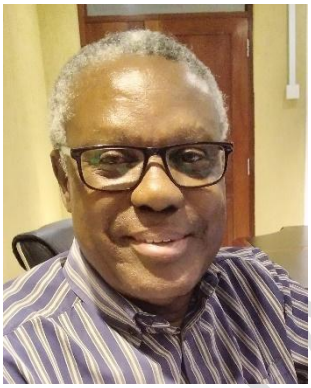
Abraham Makano has more than 30 years of industry experience in various sectors of the economy in business; in both the public and private sector. During this time, he has had assignment in the SADC Region. In 2023, he facilitated workshop and produced workshop report on SADC Directors of Agricultural Research, Extension and Deans of Faculties of Agriculture for Centre for Coordination of Agricultural Research and Development for Southern Africa (CCARDESA). In 2022, as International/Regional Consultant for Forestry Strategy in SADC, he developed a Costed Action Plan for SADC Forestry Strategy (2020-2030) for FAO Southern Africa Regional Office. As a SADC Regional Expert Sustainable Wood Industry, Abraham carried out a situation analysis and project identification on "Strengthening Forestry Training Centers and Wood Industries for Green Employment in the SADC Region" and an assessment of the forestry sector in selected SADC member states (Malawi, South Africa, Zambia, Zimbabwe). The study involved project identification, analysis of the forestry sector, timber production, and assessment of forestry skills in the SADC. The study provided information on which FAO and UNIDO were going to invest Euros 4.5 million to develop forestry skills in Malawi, South Africa, Zambia, Zimbabwe. As a Regional Consultant in forestry and institutions, Trade and Forest Governance for the African Forest Forum (AFF), he assessed the efficiency in the value chain involving fibre (i.e. wood/timber products, including NTFPs). Profiled the capacities (human, financial and physical) of national public forest administrations in climate change; Assessed existing trade and trade potentials of forest products and fuel-wood in the SADC (Botswana, Malawi, South Africa, Mozambique and Zambia). He also evaluated negative trade impacts of cross border trade between countries in Southern Africa, as well as market distortions in the context of the fuel-fibre-food nexus.

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Abraham has facilitated and developed a 5 years tourism strategic plan for a tourism Association in Zambia; Evaluated 2019–2021 Rural Electrification Authority Strategic Plan, Facilitated and developed 2018–2022 Strategic Plan for Dynamic Concept Limited, a Corporate Governance and Leadership Development company, Facilitated and formulated a strategic plan for an Investment Holding in agriculture and agro–processing, education, real estate, and Investment and corporate governance. The strategic plan budgeted an investment of US$4.5 million in five year, Prepared strategic plan and business plan for National Housing Authority **(NHA),** to invest in housing and mixed–use properties in Zambia and position the company as a preferred real estate developer. In 2021 he conducted a feasibility study and developed a business plan for For Emerging Mutjimagumwe Woodworks Cooperative At Mpungu Settlement: Nkulivere Landscape: Kavango West Region, Namibia. Ministry of Environment and Tourism.

Abraham's expertise includes business development, marketing, forest industry development, enterprise development, business planning, feasibility studies and mentoring. He holds an MBA from the Keller Graduate School of Management of the DeVry University, USA, a marketing degree from the Chartered Institute of Marketing, UK, Diploma in Marketing and Project management from Kriger Institute, Canada and diploma in forestry from Zambia Forestry College, Certificate of competency in carbon accounting, and another certificate of competency in carbon project–level management from the GHG Management Institute. and several professional development certificates.

Abraham is an associate consultant of Mihatchi.



BURCH NKETANI BA (Econ); PGD (Dev Studies); MA (Manpower Studies)

He has facilitated the implementation of Performance Management & Development Process at the Examinations Council of Zambia (1st June to 15th July 2011), Cavemont Bank (March 2018), Professional Insurance Corporation (Jan/Feb, 2017), New Apostolic Church (August 2006), Kaleya Small Holders Company (2016), Workers Compensation Board Trust (April/May 2016), Zambia Information and Communications Trust (Jan/Feb, 2016), Zambia National Broad Casting Corporation (November 2020), Zambia Metrology Agency and St. Ignatius College (Oct. 2017 to June 2019), Ndola Trust School (April 2019) , Chikuni Community Radio Station and Chivuna Mission Clinic (Feb. 2019 to Sept, 2021), and many other companies in Zambia. He is an Associate Consultant to ESAMI, Arusha, Tanzania, involved in the provision of Management training and development and Human Resource Management related programmes, in the SADC region. He has been a Part–time Lecturer in Human Resource Planning for the MBA programme (HRM Option) at the University of Lusaka and Copperbelt University. He facilitates at all the Zambia Federation of Employers Programmes on Employee Relations and Strategic Human resource Management Subjects, including essentials of Labour Laws, Collective Bargaining skills and process, Performance Management & Development. I have made presentations on various HR issues and best practices at conferences organised by the ZIHRM, ZFE, AAPAM, Government, Student Associations and Business Boards. I also provide professional HR and Employee Relations advice to the Labour Commissioner's Office being a member of the Labour Advisory Committee as well as to other business organisations. He sits on the Nominations Committee of the Zambia National Building Society Board. I have also served on Human Resource Management Board Committees of the University of Zambia, Mulungushi University, Kwame Nkhuruma University, Examinations Council of Zambia, Zambia State Insurance Corporation, St. Ignatius College, ZAMRA, and on the Board of IDE Zambia. He served as Vice Board Chairman at the National Institute of Public Administration (NIPA) and Vice Board Chairman at Comprehensive HIV/AIDS Management Programme Services Limited (CHAMP Services Limited)

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In conjunction with Grant Thornton and Laura & Partners Consulting Limited, he has offered consultancy services in the areas of Strategic Planning, organisation review and Job Evaluation, for the public service, ZSIC, FRA, Maamba Collieries, Zambia National Building Society, Plan International, Access Bank, to mention but a few. I have also undertaken Consultancy Services at NIPA, Zambia Daily Mail, Kaleya Smallholders Company, Estim Construction Company, MMI Steel, Zambia Sugar Company, Livestock Services Cooperative Society, Dangote, etc.), in areas of Organisation design, Performance Management and Development, strategic Planning, Change Management, Capacity building, Job Evaluation, Competency profiling, Selection Interviews, development of HR Policies, development of Disciplinary and Grievances Procedures and many other HR related activities.

Burch provides Conciliation services to resolve collective bargaining disputes and other related Employee Relations Consultancy Services (Chairing Collective Bargaining meetings) to several organisations in Zambia, including the Public Service and higher institutions of learning. He has also provided resourcing services to several organisations in Zambia, including University of Zambia and Mulungushi University, having served as a member of the Search Party, for the positions of Vice Chancellor. He continues to provide professional guidance, mentorship, and advice to Human Resource leaders across business organisations.

Burch is an associate consultant of Mihatchi.



PHILEMON CHIPANTA Dip (IT); MSc (IT) - Associate

Philemon has served as a Senior Consultant in deploying a relational database for the Ministry of National Development Planning that tracks bilateral and multilateral funds to capture and analyze funding streams with associated projects. Was responsible for documentation of manuals, operational processes and project status reports. He served as Technical Advisor for Bill and Melinda Gates Foundation sponsored projects. Worked with FHI360 Zambia and Ministry of Health to deploy a routine efficiency monitoring tool that maps financial resource inputs to health outputs in tracking unit and total cost of health services. Served as Project Consultant with Ministry of Agriculture. Worked with ministry on EU funded project to formulate a 5-year ICT Strategy and Action Plan for the ministry. This was preceded by a scoping exercise for the development of the Ministry of Agriculture website and further formulated on behalf of the client a content management policy framework. Philemon served as General Manager for a technology firm Proxy Limited. The company's core limited was to support retail banking through the installation and maintenance of ATMs country wide for the Zambia National Commercial Bank. Philemon provided technical guidance for field staff Maintained client engagement with the bank's corporate services leadership Provided status reporting on ATM performance and Proxy Limited responses on weekly and monthly basis Reviewed of business trends in the ICT sector and developing proposals for potential areas of growth for new and emerging markets and inform senior corporate leadership accordingly. Philemon served for 10 years as IT Manager for World Vision Zambia, a relief and development organization and then transitioned to work as Africa Connectivity Specialist for the World Vision International Office for 3 years to support East and Southern African countries. He Provided leadership to the ICT team both at national and regional level. He developed annual business plans for the IT department. He provided technical oversight and interfacing with World Vision senior leadership team. He managed third party vendors for quality assurance of ICT supplies and services.

He provided support for mission critical applications and other computer systems. He provided internet security technical support to the Southern Africa World Vision Offices. He developed project plans and implement schedules for VSATs using satellite technology to roll-out internet connectivity to underserved areas in rural settings working off-grid. He has a Master's degree in IT from Liverpool University- UK; He is CISCO certified from CCNA South Africa; Has a certificate in Industrial Electronics from Italy and a Diploma in Telecommunications Technology from ZIT, Kitwe, Zambia.

Philemon is an associate consultant of Mihatchi.

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PASSMORE M HAMUKOMA BA (ED Maths); MSc (Syst Dev); PGD (Dev) - Associate

From March 2018 to February 2019, he was General Manager Services at Lubambe Copper mine.

In December 2017, he chaired the Board of Conciliation in a Collective Dispute between Konkola Copper Mines Plc and the Union – Mineworkers Union of Zambia, National Mine and Allied Workers Union and United Mineworkers of Zambia. In April 2017, he was retained to (i) review the organisational structure and (ii) design and develop a Job Evaluation System for a Gemstone mining company in Zambia. In March 2016, he was retained to spearhead the team to design and develop a 5–year Manpower and Skills Plan for a mining company in Zambia. In September 2015, he was retained as Human Resource Expert to render support to Human Resources Department at National Assembly of Zambia under the EU. In December 2014, He was retained as National Consultant – Zambia by the United Nations Economic Commission for Africa (UNECA) to assess the current qualitative and quantitative skills deficiencies in the SADC mining sector. He was on the Board of Conciliation (BOC) in the matter of a collective dispute between Zambia National Commercial Bank plc (ZANACO) and the Zambia Union of Financial Institutions and Allied Workers (ZUFIAW)from August to October 2012. He was retained by ZANACO. He was a Human Resources Expert in the matter in the Industrial Relations Court (Ndola) between First Quantum Mining Operations ltd (FQMO) as 1st complainant, Kansanshi Mining plc (KMP) as 2nd complainant and Mine workers Union of Zambia (MUZ) as 1st respondent, National Union of Miners and Allied Workers (NUMAW) as 2nd respondent from May to August 2012. He was retained by both FQMO and KMP as an expert witness. From December 2011 to February 2012, he chaired the Copperbelt Energy Corporation Joint Industrial Council resulting into a Collective Agreement for 2012. From January 2011 to June 2011, He was on a short–term consultancy with the World Bank Zambia Office, he conducted a Survey and Analysis of Demand for and Supply of Skilled Workers in the Zambia Mining Industry. From January 2006 to May 2010, He was responsible for Human Resources Management, Corporate affairs, Medical services, Safety Health, Environment and Quality for a Copper Mining Company with a workforce of 18 000.The biggest challenge was to negotiate a no increase with unions during 2008/2009. This was achieved as part of the measures to keep the operations viable following the drop in copper prices in 2008. The position reported to the CEO. Prior to that, he spent three years as Vice president human Resources for a company with a workforce of 10 000. From 1995 to 2002, He was in management consulting, he spent four years with a London listed Management consulting group. In consulting, He was involved in the implementation of two major Business Process Re–engineering programmes at a Gold Mine and a Metropolitan city council. He installed a distribution system for a tyre making Company. He conducted a training needs assessment for the Zambian Ministry of Finance and Development. He was involved in a study to improve the cost effectiveness and efficiency of the procurement and distribution system of the learner support materials in the South African department of education. He served as a member of the Industry Hay job evaluation panel – ZCCM from 1989 to 1995. He has had 35 years career in Human Resource Management in the Zambian mining industry that exposed him to all facets of Manpower utilisation and management. His specialisations are Human Resource Planning, Organisational Development and Design, Job Evaluation, Salary Reviews and structuring, Industrial Relations, conducting Employee Engagement surveys and Skills Audits. He served as president of the Chamber of Mines Zambia, 2006 to 2008 and Chairman of the Zambia Business Forum 2007 to 2008.

Passmore is an associate consultant of Mihatchi.

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