

Addae Antwi-Boasiako

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PROFILE Summary

Strategic and performance-oriented executive with 25+ years- experience in Human Resource Management, Labour Relations, Marketing, Sales and general management.

Experience spans start-ups to matured organizations in many industries;

- *Mining* - Ashanti Goldfields, AngloGold Ashanti and GCD Ghana Ltd
- *Manufacturing* -Pioneer Food Cannery (Heinz.) and
- *Retail* -CFAO, Mobil, Masai Ltd. (IBM Reseller),

I am well grounded in multicultural team dynamics and in fostering harmonious management –labor relations.

I am a certified Executive Management Coach with MSc degree in HR Management and BSc. in Business Administration.

From October 2011 to March 2017 was leading a Project to revive a brownfield diamond /gold exploration and mining company, GCD Ghana Ltd, as the Managing Director.

Currently, Chief Executive Officer of Minerals Commission

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PERSONAL

- Date of Birth-25-03-60
- Married.
- Christian

MAJOR SKILL AREAS

HR Management

- Setting up HR function
- HR Policy/ Strategy formulation and implementation
- Talent Management
- Performance Management system

Labor Relations and Employment Law

- Union and Management Relations
- Union /Management Negotiations

HR /Labour Audits-SA -8000 and ETI standards
Stakeholder Management/ Liaison
Change Management and Organizational Restructuring
Project Management
Coaching and Mentoring
Marketing and Sales Management

DIRECTORSHIP

- Labadi Beach Hotel
- GIADEC
- Minerals Development Fund

EMPLOYMENT HISTORY & Achievements

Chief Executive Officer

**Minerals Commission
Since August 2017**

Advisor to the Minister responsible for Mining

- be responsible for the regulation and management of the utilization of the mineral resources of Ghana and the co-ordination of the policies in relation to them
- formulate recommendations of national policy for exploration and exploitation of mineral resources with special reference to establishing national priorities having due regard to the national economy;
- advise the Minister on matters relating to minerals;
- monitor the implementation of laid down government policies on minerals and report on this to the Minister;
- monitor the operations of all bodies or establishments with responsibility for minerals and report to the Minister;

Managing Director

Great Consolidated Diamonds Ghana Ltd

Oct. 2011 to Mar. 2017

Major Achievements.

- Led a Project Team to undertake extensive feasibility studies of both diamondiferous and gold concessions and with bankable feasibility that delineated 10million carats of diamonds and acquired licenses for the seven concessions.
- Successfully led an exercise to define chain- of- custody and procedures for handling diamonds to qualify the Company for the Kimberly Process Certification (KPC).
- Led a change management effort to re-orient public –sector- minded staff to be commercially –focused
- Redefined Mission, Vision and Values of the Company to undergird the cultural change process and refocus the team.
- Put in place HR system, policies and procedures to enable effective takeoff.

Country Head of HR

Pioneer Food Cannery (and TTV),

A subsidiary of Heinz European Seafood Division, Headquartered in Paris, France from March 2006 –Sept 2011.

Major Achievements.

- Led a team to resolve Union-Management dispute involving 113 employees that had stalled for 2 years and 3 cases at Labour Commission amicably.
- Led successful negotiations and executed a -\$3m rightsizing exercise which brought in
 - Savings of \$0.5m over a- 3 -year period and
 - Achieved 48% parity between permanent and contingency employees at the canning floor- and
 - Labour cost reduction of over 20%.
- Led a team that negotiated successfully back- to- back, two Labour Agreements that had protracted for 2 years within 6 months of coming on board.
- Outsourced the employee Healthcare benefit system to achieved cost containment by 10%
- Led the HR team to successfully complete the revision of position descriptions, compensation structure and performance management system within the first year of employment.
- Developed and implemented a successful organization-wide training plan

- Successfully led the PR exercise to shape stakeholders perception, rebrand and achieve complete turnaround of corporate image of PFC.
- Designed a mentorship Program for the Region.

Head of HR for West Africa Region-Ashanti Assets

AngloGold Ashanti Limited.

January 2004 to December 2005.

- I coordinated the Regional HR Function outside South Africa, i.e. Ghana, Guinea and Mali and later the Ashanti Assets only.
- I was a member of the Transitional Team to oversee the integration of the two corporate cultures, HR function and people issues.

Corporate Executive- HR & IR

Ashanti Goldfields Company

October 1992 to December 2003

- I rose from the entry position of Employee Communications Officer in October 1992 to become the Corporate Executive in charge of HR & IR.
- Overseeing a -multi-national HR Team of 7 managers from Zimbabwe, Guinea, Tanzania, Ghana (3 Mines) and the Corporate Office

Major Achievements

- Development of Regional HR and IR Strategy
- Set up and led the HR function and Public/Gov't liaison aspects of the Geita Gold Project, Tanzania, which came on stream 3months ahead of schedule and \$20m under budget.
- Championed and coordinated the Group's Talent Management Program dubbed the Chief Executive's HR Committee, a program to identify future leaders and to develop Group-level Manpower and Succession Plans, Apprenticeship and Expatriates Acculturation Programs
- Designing and sustaining effective exchange and internship programmes to expose future Ghanaian managers to international management practices.
- Led in designing of compensation and reward management system that enabled the Group to attract, assimilate, develop, motivate and retain the highest level of manpower in the industry.
- Led the Group's Union /Management Negotiations (for 3 Ghana Mines and Guinean Mines) for 3 years.
- As a member of the senior management team, facilitated the Group's Performance Management System that ensured that targets in respect of production, safety, cost management and corporate governance were achieved at Mine -and Country-levels.

- Periodic Review and Development Of Group-Wide HR Policies And Procedures, to bring local content to the Group's HR strategy and implementing human resources management policies and procedures to ensure consistent and equitable consideration of all employees.
- Internal consultant country- level senior management teams and advisor to the Board on Mining Sites HR and IR Issues
- Co-chaired the Obuasi Mine Re-engineering Program dubbed Sub\$200 to reduce cost per ounce of gold produced to \$200 and the Communication team for the Ashanti Mine Expansion Program (AMEP)
- Chaired the Ghana Chamber Of Mines Sub-Committee On HR for 2 years.
- Management Representative On Employees' Provident Fund

OTHER EMPLOYMENT

Marketing Representative,

Accra West. Mobil Company Ghana Limited -June 1991 –January 1992.

Assistant Manager,

CFAO Ltd. (Electro-Hall) Accra, Ghana -Nov.1990 –May 1991

Management Trainee

CFAO Ltd, Accra, Ghana -Oct 1989- October 1990

Commercial Officer

Masai Developers Accra, Ghana-Jul.1988-Sept 1989

Junior Assistant Registrar-Council for Higher Education, Accra- Oct 1985-June1988