



CAPABILITY STATEMENT – SHARNA WIBLEN

Overview:

Sharna brings to the ThinkEvans team substantive research skills and a well-found understanding of human resources and the retail industry. Since graduating from university, Sharna has undertaken a variety of roles which have involved her in working with businesses of various sizes as well as in diverse industries. Sharna contributes valuable expertise to developing the strategies required to ensure that organisations gain and maintain competitive advantage in operations and human capital. She has a wide range of skills and abilities applicable to informing clients of the latest in academic theory and thought.

Career Synopsis:

While working for ThinkEvans for more than two years, Sharna has continued to be part of the academic sphere by tutoring in undergraduate subjects in the areas of management, organizational behaviour and business ethics. This has allowed her to pursue her interests in ongoing professional learning and development.

More recently Sharna has become the newest member of a research team based at the University of Sydney. This research team, funded by an ARC grant, is evaluating the use of Human Resource Information Systems and their impact on the Human Resource function.

Starting in entry level roles in a range of large retailers, prior to joining ThinkEvans Sharna was a second in charge service manager. As a team leader, she was responsible for coordinating the activities and physical location of up to 25 service staff. Working in an environment where managers are required to both identify and prioritise the interests of a range of stakeholders, Sharna has developed a keen understanding of a range of solutions to fit the ever changing work environment, and demonstrated an ability to implement these as required by the circumstances.

Building on her formal knowledge and experience, Sharna has also undertaken the activities of a Human Resource Officer. This role enabled her to combine her passion for human resources and industrial relations and her operational experience. Participating in the

recruitment and selection process from start to finish, and engaging with new employees in induction and training programs has given Sharna a new appreciation for the complexity of human resource management. In this role, Sharna has utilised her skills in:

- telephone interviewing,
- reference checking,
- establishing and implementing employee training programs,
- identifying and resolving conflicts,
- negotiating with all levels of staff in relation to implementation of policies and conditions,
- creating, rolling out and enforcing of workplace agreements,
- conducting exit interviews, and
- handling grievances regarding provisions of workplace agreement.

With a passion for continual learning and personal development, Sharna has also remained involved in the academic sphere by teaching undergraduate students in the areas of management, organisational behaviour and business ethics at the University of Sydney.

Through the process of teaching, Sharna has gained invaluable experience concerning educational institutions and their objectives and matching learning and development techniques to a range of students with different learning styles. This understanding enhances her ability to assist businesses with the creation of programs to enhance their performance within the competitive business environment.

ThinkEvans Pty Ltd:

Sharna brings to ThinkEvans' clients her strong research skills, her energetic and enquiring mind, her passion for human resources and her recent experience of the practical complexities currently facing the service industry.

Tertiary Education:

2006 - Bachelor of Commerce (Honours) - Awarded Honours Class One for her thesis which analysed the relationship between Social Identity Theory and women in senior management.

2006 - Bachelor of Arts/ Commerce (Pass) - Majors completed in Human Resources and Industrial Relations, Management, Sociology and Gender Studies.