



HEAD OF HUMAN RESOURCES LINDI NTONTELA

National Diploma in Human Resources
Postgraduate Diploma in Human Resources Management

QUALIFICATIONS & CAREER SUMMARY

When I matriculated I knew I wanted a career in HR, unfortunately I couldn't pursue this due to financial constraints. When I was 20 years old I applied for a Learnership Programme that lasted for two years and that was the beginning of my career. This programme exposed me to different departments in the company and I spent almost a year in the HR department and this confirmed my career aspirations. When the programme came to an end, I found employment at Discovery Health. I then moved to a recruitment agency for two years. Three years later, I got a job at an FMCG company as

an HR Administrator and my career took off. I then registered for an HR qualification, which took longer than expected. Working and studying is not fun! The last time I had been in a classroom was in my Matric year. I completed both my qualifications through Unisa and that strengthened my discipline and time management skills. When asked what's the one thing I would change, I have always said, "studying full time, experiencing University life." But it is what it is... Before coming to Bennies, I worked for a Film industry for 6 years. I grew both personally and professionally

and the position groomed me into the person that I am today. Being an HR Practitioner is very difficult, one is privy to very confidential information, you need to know when and what to share. You also wear different hats in this position; from counsellor, motivator, to a disciplinarian and having tough conversations. I've always said that HR is linked to certain personalities. You can have all the qualifications in the world, but if you lack the soft skills such as compassion, empathy, sensitivity and being a good listener, it would be difficult to fulfil this role. I came to Bennies in 2014 and was tasked with

setting up the HR department. It was daunting, but I had a very supportive team behind me. Six years later and I'm still here and loving every minute of it. It has not been without its challenges, from facilitating difficult conversations to mediating during disciplinary hearings and representing the school at the CCMA. However, the good outweighs the bad days. Nothing brings more fulfillment than staff members being able to confidently walk in my office in tears and leave feeling better, being trusted with the most sensitive information and having honest conversations.

ROLE AT BENNIES

My role at Bennies is a generalist one where I manage the Recruitment Process; HR Policy Implementation; EE Wellness; Internship Programme; Employee Relations; Ensuring compliance in terms of BCEA, LRA, EEA, SDA etc.

VIEWS ON DIVERSITY

Diversity is not always just what background you come from, but is any unique difference between human beings. We should therefore celebrate the differences and learn to work together.

BRIEF FAMILY BACKGROUND

I was raised by a single mother and aunts. I have a brother who is 13 years older than me. We only started connecting in recent years because the gap was just too big. Finally, he sees me as an adult and we are trying to build a sibling relationship. I grew up in a four roomed house, with seven cousins (two in my age group) and two aunts. Life was normal, the house was always buzzing. My best childhood memories are around Christmas, that's the only time we got to go to town and shop for clothes

for Christmas and New Years Day. There was always food at home during school holidays and my cousins and I would be called to come and eat but we didn't have time for food. To us this was taking our play time and we wanted to postpone for later. When I was in high school my cousins moved out, some got married and I was left with my mom and one aunt until I moved out. I visit them every Sunday to catch up and also run their errands. They fill up my holidays without consultation!

MY FAVOURITE PILLAR RELIGION

People interpret religion differently, but for me it is simply being KIND.

ONE WORD THAT SUMMARISES MY EXPERIENCE AT BENNIES

FULFILLED

MY FAVOURITE QUOTE

"Faith and fear both demand you to believe in something you cannot see... You choose." **Bob Proctor**