



PERSONAL DETAILS

RESIDES

East London, South Africa

MOBILE

+27 68 2127720

EMAIL

pralene.mahabir@mercedes-benz.com

LICENCE

Code B

DATE OF BIRTH

13.06.1973

NATIONALITY

South African

LANGUAGES

ENGLISH

Home Language

AFRIKAANS

Fluent

HINDI

Understand

GERMAN

To an extent

RESUME OF

PRALENE MAHABIR

I am self-driven, intrinsic value driven to my organisation through competence, leveraging local and international networks and passion for my craft. I am adept at working independently and interdependently, underpinned by the values of passion, respect, integrity, and discipline.

I strive for excellence in all I do, am self-driven and always in a mode of self-reflection and continuously strive toward a future orientation. I believe that I am an active and critical observer of my environment and an agent of change.

WORK EXPERIENCE

East London, South Africa

Jan 2020 – Present

Human Resources Manager / Administrator Mercedes Benz South Africa

- Responsible for HRBPs with all Non-Production areas
- Accountable for Organisational Development
- Responsible for the Executive Development
- Accountable for Performance Management
- Responsible for Manpower Planning & Sport Codes
- Responsible for Learning & Development

Stuttgart, Germany

Mar 2018 – Dec 2019

Global Organisational Development Project (MBC) Daimler AG

- Responsible for Organisational Development Programmes within Mercedes Benz Cars worldwide
- Accountable for all Stakeholder Management and customer interfaces
- Concept and Strategy Development: Charleston Vans LLC and Mercedes Benz, Research and Design, Bangalore
- Concept and Strategy Development and delivery on site: Beijing Benz Automotive, China, DGRC, China, Mercedes Benz South Africa, Poland
- Speciality area: Transformation processes Group wide, or country specific, Agile concepts and methodology, Cultural Change, Strategy

East London, South Africa

Oct 2008 – Feb 2018

Executive Development & Performance Management (Group wide function)

SKILLS

Organisational Development
Talent Management
Mentorship
Performance management
Continuous improvement
Strategic planning
Human Resources
Quality Development
MS Office

EDUCATION

BA Honours in Industrial Relations, Labour & Industrial Relations

Rhodes University
East London, South Africa
1998

BA Honours in Psychology

University of Durban-Westville
Durban, South Africa
1995

BA in English & Psychology

University of Natal
Durban, South Africa
1991 - 1994

Grade 12 / Matric

Shallcross Secondary
Durban, South Africa
1995

INTERESTS

- Reading
- Writing Children's books
- Poetry
- Cooking

- Responsible for the Executive Development & Performance Management strategy & implementation for all Mercedes Benz South Africa locations
- Responsible for ensuring that Group HRD and Performance Management policies, processes and systems aligned with DCAG worldwide policies implemented within South Africa. E.g. LEAD, NPMS, PV44, LEAN HR, CAREer, Leadership 2020, Recruitment and Retention best practice, STEP Programme: 2008 - 2014
- Responsible for the development of executives within the organisation, including sustaining key networks locally and abroad enabling leadership development and organisational development Programme and processes. E.g. Daimler Corporate Academy 2008-2018, Strengthening Leadership, LSX Programme, Manufacturing Operations
- Responsible for the Qualification Concept (Skills Strategy for W206) for the East London Plant.
- Responsible for South Africa Legislation: National Skills Development & Broad Based Black Economic Empowerment (HRD) legislation.
- Co-opted member of the Transformation Forum in East London
- Responsible for the MBSA Disability Programme
- Responsible for Global Mobility function within MBSA

East London, South Africa

Jan 2001 – Sep 2008

HR Specialist: Group Human Resources

Mercedes Benz South Africa

- Facilitate implementation of the Group HRD & Performance Management strategy and delivery concept within the organization (East London and Pretoria)
- Drive the implementation of the National Human Resource Development strategy by planning and initiating Skills Development initiatives
- Responsible for legislative reporting for the organisation, e.g. Workplace Skills Plan and Broad based Black Economic Empowerment (Skills Development).
- Responsible for University collaborations locally and abroad within the Daimler context e.g. Rhodes University, University of the Witwatersrand, Karlsruhe University
- Responsible for the customisation and facilitation of Performance Management processes within MBSA
 - Daimler AG has developed a worldwide Performance Management system. In South Africa, I helped to customise this system. Initially the system was used as a senior management tool. In South Africa, the system was applicable to all levels down to artisan level
 - This required a realignment of the leadership behaviours to a lower level for implementation of the PM system for a lower level

REFERENCES

Arno van der Merwe

Former CEO of Mercedes
Benz South Africa

+86 138 1014 5576

Andreas Brand

CEO of Mercedes Benz
South Africa

+27 64 942 1293

Andre de Beer

Logistics Manager of
Mercedes Benz Vans

+1 843 371 7257

Abey Kgotle

Executive Director HR &
Corporate Affairs
MBSA

+27 81 482 8442

- The employees have to be trained in the system, all locations, +-800 monthly paid employees
- Once the system was trained, the PM process has to be implemented annually. This was my task, along with a colleague to facilitate these processes within the teams in both teams
- Once the PM process was over, I was responsible to do an analysis of the data, levels of potential, identify areas for further customisation, of identifying areas development for the employees
- Responsible for the STEP Development Programme 2004-2008: Stakeholder Management with SAFRI, Recruitment of University graduates from SADC countries (Botswana, Namibia, Zimbabwe, Zambia, and Mauritius) for placement in Germany
 - STEP was a programme created by a past Board Member of Daimler. It was designed to encourage the economic development of SADC region by developing students from these countries
 - The mandate was to establish collaborations with strategic tertiary institutions in the countries mentioned above.
 - Once a year, I would accompany my German colleagues to travel to these countries to recruit final year students or graduates
 - Ten to Twelve students recruited to send to Germany annually

East London, South Africa

Jul 1999 – Dec 2000

Graduate: Human Resources

Mercedes Benz South Africa

- Responsible for the first MBSA Employment Equity Report submission to the Department of Labour.
 - My job included to deliver the first report of the Department of labour, from all MBSA sites. Secondly to compile the income differential statement.
 - With the collaboration of IT, we used the Manpower data as a basis for this report.
- Responsible for the co-ordination of the first Employment Equity Committee at Mercedes Benz South Africa.
- Facilitated recruitment processes and Assessment Centres for the W203 Project
 - MBSA has to recruit more than 800 monthly paid employees for the start of the W203 project.
 - My key activities were screening CVS, preparing shortlists for positions e.g., technical artisans, team managers, Production managers, specialists for Logistics, Quality etc.
 - Conducting the Assessment Centres, as a role of observer and assessing the candidates.