

Vimbai Zendera - CV

London | 07940 740547 | vzendera@hotmail.co.uk

LinkedIn: [Vimbai Zendera LinkedIn](#)

Professional Profile

CIPD-qualified People and Leadership Development professional with over 10 years' experience spanning talent acquisition, early careers, talent development, leadership development, coaching and organisational capability across media, sport, energy, transport and tourism.

Having worked across recruitment, early careers, talent development, leadership development and coaching, I bring an integrated understanding of how people practices connect to shape organisational culture, employee experience and business performance. Through a combination of strategic and operational roles, I have led initiatives end-to-end, building talent pipelines, developing leaders, supporting organisational capability and translating business priorities into practical people solutions.

Employment History

Manager - Learning & Leadership Development

Sky | Sky Group | September 2021 – Present

Part of Sky's Leadership Development team, supporting the development of leaders and managers across the wider organisation. My role spans programme ownership, leadership insight, learning diagnostics, leadership products and capability initiatives that help shape Sky's leadership and management development offer.

- Own the end-to-end delivery and evolution of the Empower Management Programme (EMP), running two cohorts per year for **c.160–190 leaders per cohort**, including workshop delivery, participant engagement, platform coordination, evaluation and reporting.
- Use participant feedback and programme insight to continuously evolve EMP, contributing to **increased participant advocacy** and **recommendation scores** across successive cohorts.
- Evidence programme impact through **survey data**, with **participants reporting changes** in how they set expectations, communicate, delegate, adapt their leadership style and provide feedback.
- Led the redesign and enterprise deployment of **Leader Lens 360 into Workday**, extending access to c.4,000 leaders and supporting the next phase of behavioural development activity
- Co-designed the **Believe in Better Leadership Academy**, helping create a more connected leadership development experience across Sky.
- Led the pilot of Better Conversations before launch aimed at supporting managers to build confidence in everyday leadership conversations
- Act as the leadership **insight and reporting lead** within the team, developing Tableau reporting solutions to help with providing analysis used in Executive and Senior Leadership discussions.
- Manage and support learning activity through platforms including **Cornerstone** and Workday, helping ensure leadership development resources remain accessible and scalable
- **Facilitate** leadership and management **workshops** across coaching, feedback, performance management, psychological safety and communication
- Support **bespoke leadership initiatives** and directorate-specific development activity aligned to business needs
- Co-led a cross-People learning needs analysis, bringing together People Survey insights, stakeholder feedback and leadership data to identify capability priorities and inform future development activity

Sky Sports, Sky Sports News & Sky Studios

September 2021 – January 2023

People Operations Development Manager

Held responsibility for Early Careers, outreach and talent pipeline initiatives across Sky Sports, Sky Sports News and Sky Studios, working closely with Sky's central Early Careers team to align local activity with wider organisational priorities.

- Led three intakes of the **Sky Sports Content Academy Programme**, supporting cohorts of school, college and university leavers entering the business
- Managed and developed 29 **Early Careers** participants across **graduate, internship and academy pathways**, providing pastoral support, performance guidance and development opportunities
- Partnered with the central **Early Careers** team to align programme delivery, talent pipelines and outreach activity with Sky-wide Early Careers objectives
- Supported diversity and inclusion initiatives including Women in Football and the 10,000 Black Interns programme
- Built relationships with hiring managers and leaders to strengthen engagement with Early Careers activity and future talent planning
- Coordinated work experience, outreach and community engagement initiatives to broaden access to careers within media and sport

Voneus Broadband

Talent Acquisition Lead (Contract)

June 2021 – September 2021

Led talent acquisition activity during a period of organisational growth, partnering with leaders to attract and hire talent across technical and corporate functions.

- Managed end-to-end recruitment across technical and corporate functions
- Partnered with leaders on workforce planning and talent requirements
- Developed sourcing strategies and talent pipelines to support organisational growth

Talent Development Manager

LondonEnergy

October 2018 – February 2021

Led talent development and recruitment strategy across a multi-site operation, combining workforce planning, talent attraction and organisational capability initiatives to support business growth and future workforce capability.

- Partnered with senior leaders and HR Business Partners on **recruitment, succession planning** and **workforce capability** across seven operational sites
- Strengthened graduate and early talent pipelines through **psychometric assessments**, onboarding improvements and the introduction of the organisation's first-Degree **Apprenticeship Programme** in partnership with the University of Hertfordshire
- Developed university and **diversity-focused partnerships** to improve access to talent and support representation goals
- Delivered recruitment and development training to managers and leaders, supporting wider people and culture initiatives linked to **Great Place to Work accreditation**
- Built strong relationships with hiring managers, universities and external talent partners, strengthening talent pipelines, improving recruitment outcomes and reducing reliance on external agencies

Additional Career History

Internal Recruitment Manager – MAPP Limited

Recruitment Advisor – Chiltern Railways

Earlier HR, Recruitment and Talent roles across media, travel and shared services environments

Early career experience built a strong foundation in stakeholder management, recruitment, onboarding, change implementation, talent attraction, process improvement, system implementation and manager capability support.

Highlights include:

- Implementing recruitment technology and applicant tracking systems, including **Workday and EasyWeb**, supporting adoption, process redesign and manager training
- Developing **recruitment toolkits** and guidance for **hiring managers**, improving consistency across recruitment and onboarding processes
- Streamlining **recruitment** and **assessment** approaches within operational environments, improving efficiency and candidate experience
- Building direct **sourcing strategies** and **talent pipelines** that strengthened recruitment outcomes and reduced reliance on external agencies

Professional Interests

Alongside my role at Sky, I am developing a leadership and organisational thinking project aimed at helping middle managers better understand and navigate the realities of their roles.

Professional Expertise

Leadership & Management Development | Talent Development | Early Careers | Coaching | Organisational Capability | Programme Design & Facilitation | Leadership Insight & Reporting

Education & Professional Membership

Associate Member – Chartered Institute of Personnel Development (CIPD) | 2015 – Present
BSc Management, University of the West of England | 2006 – 2010