

# Njeri Rionge

njeririonge.ca

Phone— 647-570-4286

Email— njeri@njeri-rionge.com

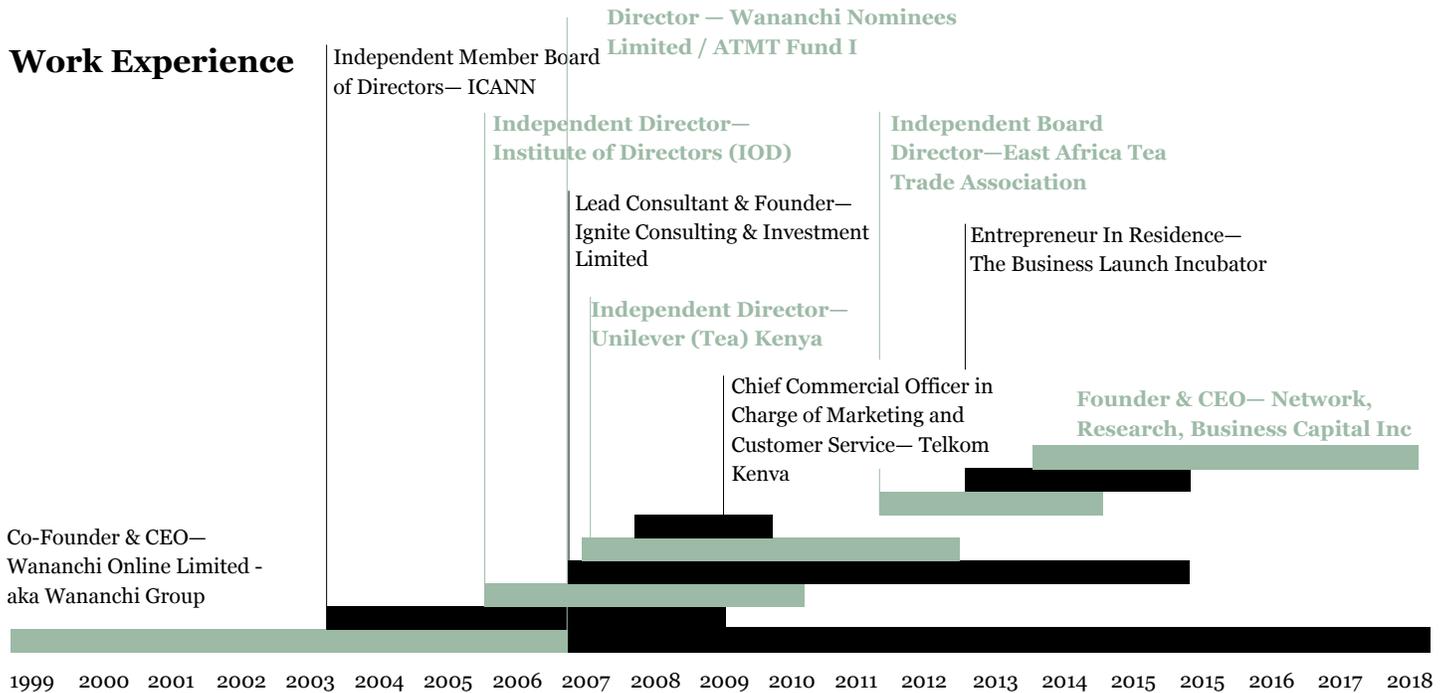
390 Cherry Street, Suite 2908, Toronto, Ontario M5A 0E2

**Core Competencies:** Generalist, **Industrialist**, Technology Enthusiast, Business Strategy, Business & Organization Development, **Investment Manager**, Event Organizer.

## Summary

I am a passionate entrepreneur, visionary, problem solver and advocate for corporate governance, business strategy and organizational development. I enjoy working with teams, groups and communities that are diverse and open. I am a consistent communicator, observer and change management enthusiast. I love to travel, read and enjoy good food, great conversations and debate on policy and politics. I am not good at telling lies and going around in circles. I say it as it is and do so with diplomacy. I deliver above and beyond customer expectations, I work with clients to ensure satisfaction especially where the unexpected may come up. I strive to do the best based on my capabilities. I have learned the best way to achieve success is to make sure that tasks are communicated accurately, and resources to meet the intended outcome must be measured and monitored at all times. Here is a case study used at business schools that depicts my organizational experience and approach to investments [click here](#).

## Work Experience



**Technology Skills**— Internet Web 1.0, 2.0 and 3.0 (ICANN Board Alumni) Blockchain, Crypto Currencies, AI (Artificial Intelligence), Robotics, IoTs (Internet of Things), Hackathon - CryptoChicks -Canada, Business Lounge Incubator Kenya.



**Computer Skills**— Word, Excel, PowerPoint, Pages, Numbers, Keynote, Business Catalyst, Wordpress, Google Apps.

### Honours and Awards

- 2011 Forbes Africa’s Most Successful Business Women
- 2009 Computer Society Wall of Fame
- 2009 World Technology Forum Nominee
- 2016 Role Model Diversity Black Canada Award
- 2018 CryptoChicks Hackathon Business Truck Winner

### Languages

Fluent in English, Kikuyu, Swahili



**Operations Skills**— Organizational Development, Corporate Training, Consulting, Lead Project Organizer.



**Business Skills**— Circular Sustainable Economy, Strategy Formation, Business Development, Re-engineering, Due Diligence, Brand Management, Stakeholder & Shareholder Management.

### Certifications

- Artificial Intelligence: Implications for Business Strategy MIT Sloan & MIT CSAIL 2018 (on going)
- Cyber Security: Managing Risk in the Information Age Harvard VPAL’s 2018 (on going)
- Financial Analyst, Valuation and Financial Modelling Certificate Investment Banking Institute (IBI) 2018 (on going)
- Blockchain Smart Contracts and Crypto Currency Block Geeks Courses 2018
- Commonwealth Corporate Governance Center UK -



**Soft Skills**— Communications, Public Speaking, Problem Solving, Time-Management, Strong Work Ethic, Collaborator.



**Critical Thinker**— Emotional Intelligence, Process Improvement, Creativity, Adaptability.



**Core Skills**— Executive Leadership, Corporate Governance, Change Management, Risk Management.

### Talks

- Diaspora Kenya Conference ICKDO 2015
- Aspen Institute Diaspora and OPIC Forum Cambridge MA 2015
- Africa Business Forum UBC Vancouver BC 2015
- Africa Business & Entrepreneurship UBC Vancouver 2014
- MasterCard Foundation UBC Vancouver 2014
- ‘Entrepreneurship in Kenya’ to Massachusetts Institute of Technology (MIT) graduate students Kenya 2007, 2009, 2011

## Work Experience

### **Founder & CEO— Network, Research, Business Capital Inc**

Toronto, Canada  
From Jul 2013 to Jan 2018

I act as the liaison between investors, experts and issuers, who look for funding and investors looking for opportunities. To build relationships for investment, support and monitor opportunities in growth markets. As an advisor, I have identified fifteen projects that meet the recommended returns for investors. I facilitate board member and strategic management meetings and support the team to identify areas of improvement and address bankability concerns for investors. I engage in a due diligence process that looks into three areas, the business and operations development life cycle, management competencies and corporate governance structures. Here is a process link. I developed a closed-ended ten-year term fund strategy that looks to acquire and invest in debt and equity assets within the Eastern and Southern Africa regions. Recruited the board of directors and identified the core competencies that are required at the board level. During this process, we have used information from our client base to determine a baseline for returns on investments by accredited investors.

### **Independent Board Director— East Africa Tea Trade Association**

Mombasa Kenya  
From Jul 2010 to Jun 2013

Appointed independent director, and the first female director, tasked with tightening governance and other corporate matters for the membership operating in Rwanda, Burundi, Tanzania, Uganda, and Kenya, amongst ten tea growing constituency groups members. Facilitated E-Auction Sensitization and automation workshops across ten member groups within the region. I travelled across the region and engaged members face to face, process mapping and review. We hosted the e-auction validation session at the largest Tea auction house in Mombasa and concluded that automation would be implemented partially allowing members control over the transition.

### **Entrepreneur In Residence — The Business Launch Incubator**

Nairobi, Kenya  
From Sep 2011 to Sep 2014

Raised \$200,000 and used this to support early stage startups in tech, and mobile app development. Incubator aimed to engage, inspire and connect startups with markets, space, and talent. Evaluated various business cases from innovators requiring capacity building and capital. Steered an apprentice program for selected participants for growth-based operational effectiveness applied learning, through strategic planning, operational planning and budget allocation planning to impact incubated startups to execute the plans in 120 days. Out of 39 shortlisted inductees, 3 have proceeded to launch full fledged enterprises successfully.

### **Independent Director— Unilever (Tea) Kenya**

Kericho, Kenya  
From Apr 2006 to Dec 2011

Appointed independent director, and the first female director, tasked with tightening governance for a publicly listed company on the Nairobi Stock Exchange (NSE) and other corporate matters. Served on the Strategy and Audit Committees advising on tea mechanization and shareholder engagement. Today the mechanization program has been implemented fairly successfully with limited to no interruption to factories production performance.

### **Chief Commercial Officer in Charge of Marketing and Customer Service— Telkom Kenya**

Nairobi, Kenya  
From Feb 2008 to Feb 2009

In 2008 I was headhunted to spearhead the restructuring of Telkom Kenya, a previously state-owned corporation. I was engaged to develop and build a local branding and communication strategy for the corporate brand soon after the merger of France Telecom and Telkom Kenya, where she was also instrumental in the retail brand launch of the Orange brand into Kenya. I initiated a change management process to realign 826 staff which she directly managed and to roll-out a brand strategy to over 3,500 employees. Through the implementation of extensive consultative processes, project teams and a management performance system, she played a pivotal role in transforming a monolith to an agile industry player. Given my wide international experience, I was frequently called upon to provide critical insights and advice to France Telecom to better understand cultural and political dynamics. I was instrumental in the launch of iPhone 3G in Kenya and we were first ones to launch this smartphone in Africa.

### **Lead Consultant & Founder —Ignite Consulting & Investment Limited**

Nairobi, Kenya  
From Jul 2006 to Dec 2014

I developed content for leadership, governance attributes and life skills training and workshops. I facilitated strategy sessions for organizations and supported organizational development. I drafted strategic documents as the lead consultant using appreciative inquiry during our on-site sessions, with related departments and focus groups. I facilitated internal independent audit assessments to support strategic continuous improvement objectives.

Client Profile:

Consulted for Diageo (East Africa Breweries), Vodafone (Safaricom), Ericsson, SevenSeas Technologies, Wananchi Group and East Africa Tea, Trade Association (EATTA) amongst others on capacity building and organizational development.

### **Independent Director— Institute of Directors (IOD) Kenya**

Nairobi, Kenya  
From Apr 2005 to Oct 2009

Influenced major shifts in strategy development and corporate branding as an active member of the Board Strategy Committee. Oversaw governance and member engagement and recruitment initiatives. Hosted monthly meetings to keep up with the member engagement required to support continued education programs. We initiated a Vision 2030 campaign to educate our members during the regular monthly meetings and this reduced the number of meetings scheduled in the year successfully.

**Independent Member  
Board of Directors—  
ICANN (Internet  
Corporation of Assigned  
Names & Numbers)**

Marina Del Ray, California  
From June 2003 to Oct 2008

Elected for two three-year terms gaining a reputation as a strong advocate for the development of a robust communication strategy to optimize ICANN's international profile. Recognized as the second woman on the board and the first from an emerging market. Serving as a board member for ICANN an industry focused global corporation was an audacious goal and achievement. I was committed and played a pivotal role in several committees including being chair of the audit committee.

**Chair— Audit Committee  
ICANN (Internet  
Corporation of Assigned  
Names and Numbers)**

Marina Del Ray, CA, USA  
July 2003 to October 2008

Played a constructive role on a 4-person international committee conducting a \$30M USD budget review later increased to \$150M USD. Impacted a change in corporate auditors to introduce innovative thinking and approaches to the audit process, generating improved decision making and enhanced operational structure to meet Sarbanes-Oxley (SOX). Reinforced the need to address human resource planning, commercial performance indicator mapping, and operational elements for the technically minded organization. Optimized internal customer record keeping and resource management, boosted workflow, and aligned cost-benefit functions to mitigate risks. Served as Audit Chair reporting at public forums attended by an average 700 participants on five continents.

**Member— Compensation  
Committee ICANN  
(Internet Corporation of  
Assigned Names and  
Numbers)**

Marina Del Ray, CA, USA  
July 2003 to September 2008

Auditing, Administrative, Business Development, Business Consultant, Customer Service, Interacted with leading executive recruiters and C-Suite leaders across the world to support the resource planning of C-Suite executives. Performed annual reviews for the President and CEO to determine performance criteria for remuneration packages with the annual budget against expected performance

**Co-Founder & CEO—  
Wananchi Online Limited  
(now Wananchi Group);  
Largest Triple Play  
Operator in E. Africa**

Nairobi, Kenya  
From Dec 1999 to Jun 2006

Raised \$500K USD early stage seed capital and pioneered East Africa's first mass market-oriented ISP, realizing a dramatic reduction in Internet connectivity prices causing a growth explosion of Internet usage in households with an average income. Accredited with growing the business from start-up to become the largest ISP provider in East Africa with a network of five regional offices and exemplary brand in challenging regulatory and economic environments. Steered the business through challenges authoring a strategic plan to generate interest for a merger and acquisition, consolidating the second largest Kenyan ISP and a cable television service leading to the introduction of Triple Play Services. This company has gone on to raise over US\$300m in equity and debt for its regional expansion on the African continent. During my tenure, we raised over US\$5m equivalent in equity and debt which includes the merger and acquisition of one of the second largest ISP's at the time, and later the business has gone on to raise over US\$300m in capital for growth initiatives. I remain an investor in this business through a complex fund structure that has taught me how to manage fund managers, investor relations and complex deal arrangements and contracts and above all what never to do, and how to avoid conflicts of interests. **I sit on the Board of Directors - Wananchi Nominees Limited**, which acts as the investment vehicle to the above-mentioned assets representing founder members and local investor interests at **ATMT FUND 1**.

Portfolio entrepreneur,  
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