



PERSONAL PROFILE – JOSHUA ASIAMAH BOAFO, SHRM-SCP

Joshua Asiamah Boafo, SHRM-SCP

Joshua Asiamah Boafo is a distinguished, forward-thinking Human Resources executive and consultant with over 15 years of progressive leadership experience transforming diverse, multicultural organizations. As a globally certified Senior Certified Professional (SHRM-SCP), Joshua partners with corporate boards, CEOs, and business leaders to architect robust HR frameworks that translate complex organizational goals into high-performing workplace realities.

Throughout his distinguished career—spanning manufacturing, logistics, financial services, and mining sectors —Joshua has built a reputation for driving large-scale corporate restructurings, optimizing operational workflows, and designing competitive compensation architectures that balance financial prudence with market compliance.

Joshua's consulting philosophy is grounded in a powerful duality: maintaining absolute operational firmness and statutory excellence, while leading with authentic empathy. He believes that true organizational success is unlocked when employees are given a clear sense of purpose, belonging, and shared vision.

Key Areas of Consulting Expertise

- **Corporate Restructuring & Job Architecture:** Championing end-to-end organizational transformations, including building unified 10-grade job leveling frameworks, competency matrices, and streamlined authority delegations to drive operational agility.
- **Industrial Relations & Union Negotiations:** Serving as a trusted mediator and lead negotiator for complex Collective Bargaining Agreements (CBAs) with major national unions, ensuring industrial harmony and win-win compromises.
- **Performance & Total Rewards Architecture:** Designing modern, metric-driven Performance Management Systems (PMS) linked to tailored KPI frameworks, bonus schemes, and equitable salary structures.

- **Regulatory Compliance & Policy Development:** Hardening corporate governance by auditing and drafting comprehensive employee handbooks and HR policies aligned strictly with local employment legislations, such as the Ghana Labour Act (Act 651).
- **Strategic Workforce & Succession Planning:** Utilizing predictive data insights to forecast talent demand, implement cross-functional training needs analyses, and build sustainable localization pipelines for critical leadership roles.

Academic & Professional Credentials

- **SHRM-SCP (Senior Certified Professional)** | Society for Human Resource Management, USA
- **Master of Business Administration (MBA) in Human Resource Management** | Sikkim Manipal University, India
- **Bachelor of Arts (BA) in Sociology (Honors)** | University of Ghana

“I partner with organizations to build resilient human resource ecosystems where strategic clarity meets human purpose—driving sustainable business growth and empowering teams to excel.”