



STACEY SLINGER

SENIOR CHANGE & TRANSFORMATION
CONSULTANT · SYSTEMS-LED

Cape Town, South Africa

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PROFILE SUMMARY

Senior, systems-led change and transformation practitioner who blends change leadership, consultancy, and hands-on delivery. I drive adoption and behaviour change — not just activity — by working where systems, process, behaviour, and culture intersect. 10+ years across education, people operations, and workforce development — including leading a South African company through its acquisition by a global digital transformation firm (EPAM), and securing over R2.4m in skills-development funding through SETA partnerships. My practice is grounded in behavioural systems thinking (the "Head, Heart, Hands" framework and my "Waiting Room Effect" research) and translating complex change into accessible, practical content. Highly self-directed, credible with senior leaders, and comfortable delivering across multiple projects and workstreams.

CORE EXPERTISE

Change Management & Change Leadership

Adoption & Behaviour Change

Senior Stakeholder Engagement

Consultancy & Advisory

Multi-Workstream Delivery

Systems-Enabled Transformation

Programme & Curriculum Design

Facilitation & Communications

Acquisition & Integration

Professional Experience

EDUCATION

MSc Management and Leadership – *Excellent Pass*

University of Pécs, Hungary

2022

BTech Public Relations – *summa cum laude*

Cape Peninsula University of Technology, South Africa

2019

PROFESSIONAL EXPERIENCE

Founder & Systems Leadership Practitioner
Unspoken Rules

Jan 2026 – Present

- Building the firm from the ground up — developing its methodology, offering, and thought-leadership platform.
- Developing the core behavioural-systems methodology, including the "Waiting Room Effect," translating research on systems leadership into practical, deployable change tools.
- Designing a two-programme model — a 12-week intensive and a year-long work-integrated learning offering — for corporate, university, SETA, and NGO clients.
- Shaping the firm's positioning and approach to advising at senior leadership level on systems-enabled change, behavioural capability, and adoption.
- Creating thought leadership on systems leadership and workforce transformation.

Lecturer and Work Integrated Learning Coordinator
Media Department, Cape Peninsula University of Technology

Jan 2024 – June 2025

- Designed and delivered curriculum and WIL frameworks that translate complex professional expectations into accessible, practical learning.
- Drove workplace-readiness and behaviour change in students transitioning into industry – placing 200+ into structured workplace experience.
- Built and managed industry partnerships across multiple stakeholders simultaneously.

Director & Senior People Operations Specialist
Emakina ZA, An EPAM Systems Company, Cape Town

Sept 2022 – Feb 2024

- Led change and integration for local and internationally relocated employees into complex organisational systems and processes.
- Operated as senior People lead for South Africa within a matrixed, global organisation, partnering cross-functionally (mobility, talent, IT, finance) to embed new ways of working.
- Implemented operational and HR process changes driving compliance, efficiency, and adoption.
- Managed budgets and workplace operations across concurrent priorities, using judgement and initiative to drive progress.

Founder & Community Builder
Skills Exchange

April 2020 – Sept 2021

- Co-created a network of over 100 women focused on skills development, knowledge sharing, and professional growth
- Designed and facilitated learning experiences to support personal and career development
- Fostered a collaborative community environment promoting peer learning and support

EARLIER EXPERIENCE

Publishing Assistant & Project Coordinator
Oxford University Press, Cape Town

Nov 2018 – Feb 2020

Compliance, systems training, and interdepartmental process design in a corporate publishing environment.

Academic Project Coordinator
Freelance

April 2016 – June 2017

Training design, curriculum development, and facilitation of a multinational team.

Senior Academic Coordinator, Teacher & Trainer
Elan School, Beijing

Training, onboarding, and curriculum design in an international setting.

LEADERSHIP & COMMUNITY EXPERIENCE

Mentor
Great Girls Cape Town

Jan 2023 – Dec 2024

Mentored young women on confidence, goal-setting, and career readiness.

RESEARCH PUBLICATIONS

- Master's Thesis: A Broad Look into the Practice of Systems Leadership in South African Organisations — University of Pécs, 2022.
- Contributor, *Communitas*: "SMMEs and Cyber-ethics in South Africa: An analysis of the POPI Act during COVID-19" (as Research Assistant, CPU Department of Media Studies, 2022).
- Ongoing thought leadership on systems leadership and workforce development.
- **Research interests:** systems leadership; change-agent education; experiential & work-integrated learning; behavioural capability & employability; organisational systems & inequality.

MEMBERSHIPS

- Alumni Advisory Board Member, University of Pécs.

REFERENCES AVAILABLE ON REQUEST