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Norani has a Bachelor of Art degree in English & Psychology, from University of Malaya, Professional Business & Corporate Coach Certificate from Coaching Asia, Professional Certified Trainer (MIM-Malaysian Inst. of Management & Pembangunan Sumber Manusia Bhd (PSMB), and MBA (Human Resource Management) with Royal Road University, Canada. She received extensive training and management development locally and overseas in areas of Human Resource Management, HRM Quality Improvements, General Audit and General Management.

She has more than 25 years of experience which includes career with; the Sime Darby Group of companies (Tractors M'sia Bhd, Sime Darby: Plantations, Commodities, Berhad) progressing from Executive Trainee to Personnel Manager ; the Shell Group of Companies, progressing from Project Coordinator – Personnel Research & Special Studies to HR Dev. Manager & Internal Audit Manager-Down Stream.

Her experience is in developing Organisational Business Vision, Mission, Corporate Strategy, HR Vision, Mission, Objectives, Strategy, Principles, Competencies & Measurements of HR Effectiveness. She has been designing and conducting HR Audit Review and Appraisal, Training & Development programmes on HR Business System and Leadership; Performance Management System, HR/Manpower Planning & Budgeting, Interviewing Techniques, Assessment of Management Potentials, Organisational Design, Organisational Behavior, Mind-set Management, Transformation / Change Management, Teambuilding & Motivational, and Strategic Business Leadership programmes.

She has been providing consultancy and training in various Manufacturing, Construction and Property Development, Retail and Trading Companies, Finance & Educational Institutions, Service Organisation, Government and Quasi-Govt. GLCs, including the Armed Forces. Besides providing commercial training and development to organisations, she lectures for diploma and certificate programmes for MIHRM and is often invited to speak at open forums, International Seminars and Conferences, conducts presentations and addresses top management's members on topics in her areas of expertise.

She is an Ordinary member of MIHRM, and Life member of Persatuan Penterjemahan Malaysia. She is also active with training & facilitating motivational programmes for charity missions.

Norani is a member of the Malaysian Institute of Management (MIM) and a MIM Certified Professional Trainer (MIM-CPT).

