

Michali Hyams

NORVA Solutions



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Dublin-born Michali Hyams has a background in Policy and Law, graduating from University in the US before completing a Masters of Philosophy, International Peace and Conflict Studies at Trinity College.

She has taken her experiences in both education and her career to date working in compliance to create a family-owned business with her father Kevin. They combined their expertise and knowledge to create GRC Playbook in 2019 – providing smart Governance, Risk & Compliance playbook software for their clients.

Although her career had not been directly in compliance, Michali found that in the charities she worked with, she often ended up taking responsibility for compliance-related work. Her father had worked in the area for many years and had developed software to help companies navigate the tricky and ever-changing corporate governance sector.

She enhanced her learning by completing the Start Your Own Business course and took part in The New Frontiers programme hosted by Enterprise Ireland to understand how the company could be developed.

Kevin and Michali took time to develop the business over the next few years, continuing to implement dedicated systems and expert software and following a rebrand and redesign, they relaunched as NORVA Solutions in early 2026.

NORVA Solutions helps organisations make compliance assessment more structured, practical and easier to manage. Its Excel-native smart templates guide teams through what applies, what has been assessed, what evidence supports the outcome, and what needs attention. Michali describes NORVA as serving the “missing middle” of compliance; more capable than a basic spreadsheet, but far easier and more affordable to adopt than a large enterprise platform.

Participating on the ACORNS programme gave Michali valuable peer support and a trusted sounding board of female entrepreneurs. Even though the programme has now ended, her group continue to meet up monthly to provide updates and offer each other support.

Looking ahead, NORVA Solutions aim to become the go-to compliance software for businesses, helping them take control of their compliance in a smart, lean and affordable way.

Providing early stage female entrepreneurs, living in rural Ireland, with the knowledge, support and networking opportunities to meet and even exceed their current aspirations.



An Roinn Talmhaíochta,
Bia agus Mara
Department of Agriculture,
Food and the Marine