



## Key Education

### Qualifications

Fellow, Chartered Institute of Personnel & Development  
ILM Level 7, Executive Coaching & Mentoring

### Professional Training

Psychometric testing – Insights Discovery, MBTI, OPQ, Ability Testing  
Team Building & Coaching  
Leadership Development



## Key Skills

Coaching  
Leadership Development  
Management Training  
Change Management  
Employee Engagement/Relations



## Challenge

Leading the European Works Council just fell into my lap. It was not a normal 'career' move, but instead I bolted it on to my roles. It's gave me insight across different geographies whilst working within European Legislation. It required Strategic Foresight and great relationships with senior leaders, human resources colleagues and representatives and their constituents. I become the company expert and owner for all aspects – never expected it – just shows that your don't always need to manufacture your opportunities for experience.

## My Advice

You can do anything you put your mind to' This is actually so true, but you need to be clear on what you don't want to do and reconcile yourself with this – even if it means turning down the short-term gain.

# Career Moves



HR consultant with 35 years of experience, helping business and HR leaders who need to attract and retain the best team, to develop their people (and themselves) to be the very best they can be.

Experience of working in the biotechnology industry, retail, IT and telecoms. Skilled in HR consulting, coaching, management and management development.

## **HHH Solutions Ltd**

Founder, Owner, HR Consultant

## **Abbvie/Pharmaron**

Divestment Lead, HR

## **Allergan Biologics**

Global HR Business Partner, Biologics  
HR Director, Allergan Biologics Ltd, Marlow R&D  
HR Lead UK & Ireland  
European Works Council Lead

## **Network Rail**

HR Shared Services Lead

## **AstraZeneca**

HR Director, European Business Services  
Learning & Development Consultant

## **Other Roles**

Various HR Generalist roles in retail, telecoms and high tech gaming

## What Got Me Here

I am a passionate HR Leader, with a focus on leadership capability development. I have demonstrated success in many HR leadership roles in the biotechnology industry alongside my multi-industry experience. I am skilled in management, succession planning, organisational development, recruiting, coaching, mentoring and training, HR and financial shared services and transitioning organisations through M&A.



Working as a Learning and Development Consultant across many functions and as part of the business really showed me the impact I can have and helped me to become more of an enterprise thinker.

I have always grasped every opportunity to be involved in the latest training and doing this helped me to develop and evolve to meet the demands of the changing world we live in.

After early roles in retail, I found my groove in Human Resources and working my way up in 10+ different companies.

I was asked to cover a role in finance, as Payment Services Director. Having never worked in finance and not being qualified, I was surprised to be asked to cover this role. I went from having a team of two to a team of 56! Learning from the expertise of others in the team, I learned to delegate and rely on others, and this in turn developed them and amplified their strength. I did a great job and gained credibility as a leader rather than just for my professional knowledge.

I didn't go to university after A-Levels; instead I threw myself into the working world. All my further education has been achieved whilst working, which has sometimes been a challenge but always meaningful.

I now own my own business which brings along so many more development opportunities for me. Every day is a 'learning' day!