

## **Aidan Walmsley CV**

Aidan is an HR Consultant with 20 years experience in the Utilities, Financial Services, IT, Retail, Shipping and Engineering sectors. He has experience of delivering strategic and operational solutions in dynamic, innovative and business focused environments, including organisational change and TUPE/mergers and acquisitions. He is highly motivated and commercially aware with strong project management skills and excellent facilitator/trainer skills.

### **Some recent consultancy assignments**

#### **Training and development**

Recent assignments have included:

- delivery of management training on all aspects of employment law for Government funded projects in Cambridgeshire and Suffolk.

#### **HR consultancy**

Projects range from audit of contracts of employment, staff handbooks, staff issues and employee relations, redundancy, TUPE, and recruitment campaigns. Aidan has also undertaken a number of interim HR roles. Some recent projects include:

- Interim Head of HR for a utility company with key responsibilities as part of the Divisional Executive team are to shape the HR Strategy and effect the transition from "traditional utilities" to a commercially focused organisation. This included major re-structuring and outsourcing of the business activities within a highly unionised environment, bringing greater focus on performance management, productivity and profitability. He successfully negotiated a three-year pay award, re-established a collective bargaining framework to devolve Divisional responsibilities and support future acquisition and growth initiatives, put into place an HR Divisional Plan introducing modern HR practices and procedures into the Division, covering performance management and reward programmes, disciplinary, grievance and capability procedures, induction programme for new starters, and new recruitment initiatives to ensure the company attracted the right calibre of new entrants.
- Outsourcing (through non-TUPE approach) activities affecting 40 staff without any individual case being referred to Employment Tribunal.
- HR Manager for an Insurance Company with responsibility for supporting the development of the HR Strategy for the Sales and Marketing Division and transition from a traditional mutual organisation to one with "PLC" attitude and approach. This involved the integration of two sales forces creating a sales operation of approximately 2500 staff, introduction of new "training and compliance" scheme, and introduction of a rationalisation programme to reduce the headcount of the Sales Administration function from 450 to 215 staff, resulting in £2.5m savings.
- Planning a major re-organisation and re-skilling of all the business operations for an IT services company to reduce operating costs and return the company to profit.

#### **Qualifications**

Member of the Chartered Institute of Personnel and Development (CIPD); Post Graduate Diploma in Personnel Management; Certificate in Counselling; Accredited SHL OPQ and Ability Tests Assessor.

#### **Other activities and interests**

- Founder of CBHRD (networking group for HR/Training practitioners in Cambridgeshire)
- Deputy Chair of the Newmarket Business Association.