



I have been a self employed consultant to the voluntary sector since 1988, working exclusively on HR issues. My consultancy work varies from one- off short bits of HR advice, audit or policy work to more in depth and longer reviews of contracts and strategic HR. I also provide long term HR support over many years as an external expert for small and medium charities

SPECIALISMS

I have a lot of expertise in **Job evaluation and salary setting**, including a tailor made JE scheme for the voluntary sector.

I work on **Performance management** systems, particularly how to get performance from staff and dealing effectively with under-performance.

I also specialise in **restructuring and mergers** from an HR perspective.

I have provided **training courses on HR and employment law** issues for many CVSs and second tier agencies such as LVSC, and Help the Hospices. I was a trainer for many years at DSC. I also provide in house training tailored to individual organisation needs.

HR COACHING and HANDHOLDING

HR coaching or handholding can help both HR managers and non specialists who have to direct or manage HR. It allows them to think through issues and problems with a non-biased sounding board, as well as receiving reliable and experienced HR guidance. This usually happens away from the pressures of the office. I approach coaching as an outcome based, strategic and problem solving tool looking at structural and procedural issues, rather than personal issues. I look at HR skills development and how HR can relate to the rest of the management structure and the CEO most effectively.

Prior to being a consultant I worked in the voluntary sector in London at CHAR and RVA in the early 1980's. I am also a Trustee of Skillshare International.

GEOGRAPHICAL AREA I will work anywhere in the UK

PUBLICATIONS I have written several publications on HR. The Directory of Social Change still have one or two in print.

QUALIFICATIONS Fellow of the CIPD, MA, BSc