



Peter Thompson
Shape Consultancy Ltd.

Cedar House
Hayton Street
Knutsford
WA16 0DR

Web: www.shapeconsultancy.com

Mobile: 07703 403194

Email: peter@shapeconsultancy.com

SUMMARY

A transformation HR specialist who uses personal growth to shape business results.

PROFILE

Peter has more than fifteen years leadership experience to board level in a variety of business areas including Sales and Marketing, Culture Development and personal growth through Learning and Development. In the four years to August 2007 he was the HR Director of Hilti GB Ltd, a privately owned multinational with 600 people in GB and Ireland where his focus was on change management and the support of senior leaders through change. His organisation, Shape Consultancy Ltd has clients across a broad base of sectors including Financial Services, Commercial Catering, FMCG and Construction Supplies and focuses on gaining Business Results through Personal Growth. His broad commercial experience coupled with a pragmatic approach helps his clients translate strategic direction into practical behaviours.

PERSONAL SPECIALISMS

HUMAN RESOURCES MANAGEMENT

Executive Coaching, Management Development, Team Development, Talent Management, Learning and Development, Training Programme Delivery, Career Counselling/outplacement, Employee Opinion Surveys, Performance Management, Recruitment and Selection, Reward/Remuneration Schemes.

MARKETING AND SALES

Sales and Marketing Training, Sales Organisation and Management, Customer Relationship Management, Corporate Brand Strategy, Direct Mail, Advertising, Event Organising.

BUSINESS STRATEGY AND PLANNING

Corporate Culture, Change Management, Organisational Development, Organisational Structures.

ADVISORY ROLE(S)

Coach, Facilitator, Mentor, Trainer, Consultant

INDUSTRY EXPERIENCE

Construction Supplies, FMCG, Financial Services, Catering and Hospitality

ORGANISATION SIZE EXPERIENCE

Peter has experience of small organisations through to multi nationals both privately owned and FTSE 250

QUALIFICATIONS & TRAINING

HND Mechanical Engineering from Huddersfield

PROFESSIONAL MEMBERSHIPS

Affiliate CIPD (MCIPD pending)

Associate Member of the Association for Coaching (AMAC)

CAREER SUMMARY

September 2007 – Present Shape Consultancy Ltd

Business consultancy covering Coaching and Mentoring, Leadership Development, Change Management, Business Skills Training and Career Management.

Key Achievements

- Coaching of international candidate for senior HR role to developing influence skills and platform for success

- Development of Values and behaviour definitions as a stimulus for Culture Change
- Facilitation of a major project following a merger uniting the organisations whilst maintaining brand separation
- Personal help in developing assertiveness skills for an individual working in an aggressive media environment

1984 – August 2007 Hilti Corporation

2003 – 2007 Director of Human Resources GB/Eir

Responsible for Training and Development, Human Resources and Property with 3 direct and 14 indirect reports. Member of the executive team reporting to the MD.

- Initiated people focus cross functionally at all levels which resulted in a significant shift in the Employee Opinion Survey Result, improving retention success rate to 85% measured over 24 months and culminated in inclusion in the Sunday Times Top 100 Companies to Work For list.
- Created a business transformation in training with change in personnel and mentoring delivering a 50% increase in trainer utilisation and 40% increase in training days
- Initiated HR restructure in line with current industry best practice to support key processes of Source and Select, Develop and Coach, Reward and Retain.
- Handled complex ER issues including the successful conclusion to a group grievance on car branding
- Developed and delivered Leadership in Diversity training for all managers focusing on the respect and diversity agenda which resulted in a 40% drop in employee relations issues on these topics.
- Initiated and delivered executive coaching support to new directors resulting in the successful integration of 3 international and 3 local directors. Recruited and coached current MD to Sales Director and through into current position.
- Created new recruitment strategy delivering 20% increase in salespeople in 12 months

2000 - 2003 Head of OD (Gung Ho Champion)

Responsible for the roll out of Culture Development programme from Ken Blanchard Companies and all aspects of culture including Leadership and Team Development reporting to MD. Facilitated workshops with all teams and worked closely with HRD to bring people issues into the business strategy arena.

- Introduced values based leadership to the organisation through progressive team workshops moving from command and control towards empowerment model.
- Introduced Situational Leadership II to the organisation as a practical tool to helping leaders make the change and building team member commitment and engagement.
- Developed SL II for use with International Leadership Teams in Finland, Hungary and Poland creating a pull success model for Leadership Development.
- Created evolution from Gung Ho to Global Culture Journey (Hilti International in house process) ensuring no loss of credibility for cultural change and making full transition to global standard.

2000 - 2000 Market Manager

1998 - 2000 National Sales Manager

1995 - 1998 Customer Services Manager

1992 - 1995 Training Manager