

HR Project Management

For many organisations the process of “rightsizing” has led to leaner and more focussed HR resources within the company, this suits the business needs for most of the time. Occasionally new projects or specialist activities arise and there is a lack of internal resource to take this extra work forward. This is where I can help.

As an experienced HR professional I have delivered projects to time and cost within a range of business contexts both public and private sector.

My approach is to work closely with the internal team to ensure that the project delivers what the organisation expects and needs. Although this is not an exhaustive list, the types of projects undertaken and activities that may be included within them are illustrated below: -

Managing the HR implications of organisational change projects, including:-

- ✧ Design of organisational structures,
- ✧ Redeployment,
- ✧ Recruitment,
- ✧ Negotiation with Trades Unions
- ✧ Supporting staff to implement the changes

Design of strategic Learning and Development and Talent Management activities, including:-

- ✧ Structured evaluation and review of current activities
- ✧ Training Needs Analysis
- ✧ Design and delivery of tailored learning, development and training activities
- ✧ Design and delivery of Talent management processes
- ✧ Implementation
- ✧ Evaluation

Implementing HR policies and practices across an organisation

- ✧ Scoping the implementation
- ✧ Engaging managers and staff
- ✧ Project planning
- ✧ Providing appropriate communication and training
- ✧ Embedding the change and skills transfer into the organisation

Examples or projects undertaken

- ✧ Managing the HR implementation of a customer response management system (CRM) and creation of a customer services function for a large Local Authority.
- ✧ Creation and implementation of a leadership development and change management strategy for a new division of a large Electricity supply organisation.
- ✧ Managing succession and leadership development within a multi site Nuclear Power company. (Interim maternity cover)
- ✧ Design and delivery of change impact workshops supporting the implementation of an integrated HR and finance IT system within local government.
- ✧ Managing the commissioning, and implementation of financial advice supporting employee retention strategies across 12 geographically dispersed sites of a large public utility.

Benefits

- ✧ Projects delivered on time and to cost
- ✧ Access to best practice and multi organisational experience
- ✧ Flexible resource complementing and enhancing internal capability
- ✧ Creative and innovative approaches
- ✧ Evaluation and knowledge transfer to help the organisation learn from its own successes