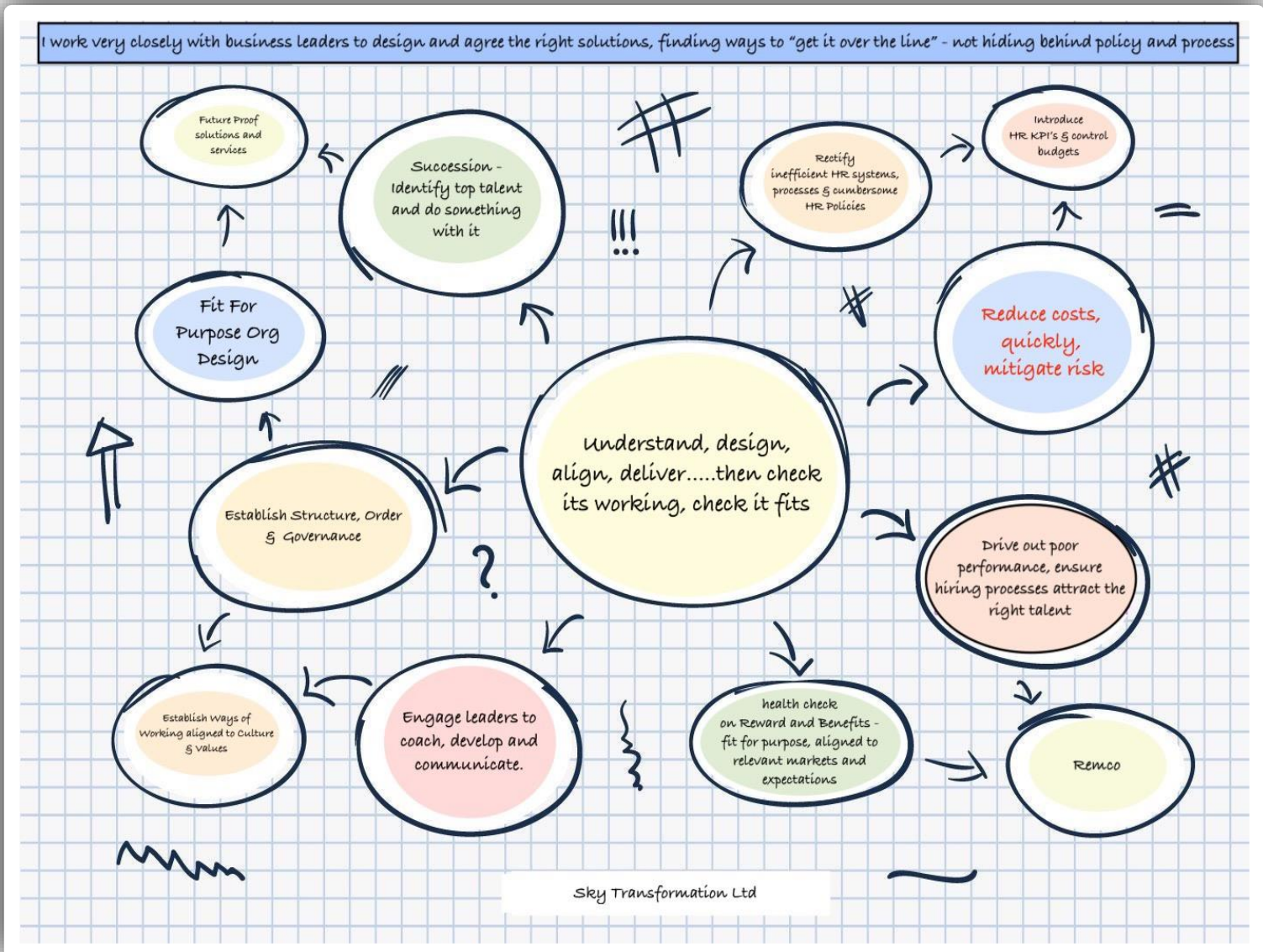




Den Power

Global Chief People Officer & Transformation Consultant

Providing the right service to support businesses and facilitate progress.
NOT HR for the sake of HR





Open to interim, perm, contract. Fully mobile

Commercially astute and results oriented with a natural ability in building strong relationships and driving change at all levels. Operational, Strategic, Transformation and Consulting background developed across multiple sectors. Extensive experience in both unionised and non-unionised environments including Retail, Financial Services, Logistics, Travel, Rail, Nuclear, Software, Manufacturing, and most recently Tech / Data start up – building resource capability in US, Japan, France and Germany. Adopting sound Org Design principles to establish fit for purpose teams.

Not afraid of getting hands dirty with a no-nonsense approach to resolving issues and getting things done, cutting through poorly designed processes and mindless programmes which add no value to the business. A fan of engaging the relevant stakeholders in bespoke services required as opposed to the services decided by HR.

My game is compassionate leadership and ongoing purposeful dialogue which establishes sound relationships and a good grasp of critical roles and critical people. I am keen design the right tools for the job, the right framework that suits the customer, policies and procedures aligned to the culture and behaviours. Anchoring plans and day to day activities to agreed core values.

In my experience, nothing goes in a straight line, and therefore have developed capability for navigating through ambiguity, uncertainty, confusion and turmoil.

Current salary £235,000

Key Competence and Experience

- Business Transformation
- Scaling / Re-engineering
- IPO
- NASDAQ / SEC
- SOX Compliance
- Cultural Diversity
- Recruitment and Onboarding
- Engagement and Internal Comms
- Rem Co: Comp & Bens (equity programmes, LTIP, AIP, Towers Watson)
- Leadership Development
- Core Values and Behaviours
- BPO



- FM / H&S

WEJO LTD

Chief People Officer | 4 years | 2019-2023 | presently

Transitioning the business from a small founder led private company to a public listing on NASDAQ, to more recently, insolvency. 320 headcount. Delivered key transformation initiatives and services to facilitate significant YOY growth and scale into US, Japan, Germany, France. Implementation of WorkDay, Pensions, 401K, Healthcare, Equity Programme, Job Levels, Digital Onboarding, Cultural Learning, C suite recruitment/exits, Talent Strategy, Leadership Development etc. HR team of 18 headcount, includes responsibility for H&S and Offices / Premises.

A role requiring extremely high degree of resilience and know how.

Report into CEO, Main Board

TED BAKER

Consultant Transformation | 6 months | 2019

Invited to address recommendations issued by the company's audit committee and an independent review agent regarding underlying behavioural issues and serious matters of cultural misconduct.

Standalone role.

Reported into Main Board

LEADX HOLDINGS LTD

Group HRD | 18 months | 2018 - 2019

A portfolio of 4 businesses, owner managed, PE backed.

Circa 1200 headcount. Design and execution of the people agenda to include winding down of the core Call Centre business. Set up the law firm, provided operational support for niche digital marketing company and Dev Ops. TUPE between two of the businesses.

HR team of 10.

Reported into business owners.

KINGFISHER PLC

Global HR Lead - Group Transformation | 7 months | 2017

Responsible for ensuring people impacts within the group's global transformation programme were managed across all operating companies and countries, including Org Design. Partnered alongside Capgemini and KPMG. Standalone role.

Reported into Main Board

B&Q

Director of HR, HQ | 15 months | 2016 – 2017

Responsible for all operational HR and transformation activities across HQ functions, 6 main board directors and their teams including c suite hiring/firing. Circa 1500 headcount. TUPE between businesses. Focus on Org Design and Transformation.

HR Team of 8.



Reported into Main Board

MACE

People Programme Lead | 15 months | 2015 to 2016

Responsible for all people elements of a 3 company JV (Atkins Global, Areva France and Mace Group) in the decommissioning and commissioning of the governments SDP project on behalf of Sellafield Ltd. Responsible for the design and build of the Organisation Structure, utilising 400+ headcount from the JV companies across France and UK. Reported to Main Board

CALYX GROUP (BETTA CAPITAL)

Group HRD | 8 months | 2014 - 2015

Developed the HR Strategy for two PE backed software businesses in preparation for exit at year 3. Circa 200 headcount across US, India, UK, ROI. Recruited new CEO. Org Design, Redundancy, healthcare, pension provisions, employee forums Sunday Times Best Companies.

HR Team of 6. Reported to Chairman

THOMAS COOK AIRLINES

Consultant – Transformation | 12 months | 2013 - 2014

Reversed the BPO of SAP HR and Payroll from mainland UK and offshore divisions of Accenture, India. Setting up new pan European Shared Services. Led on the design of new core values across Thomas Cook Group.

Led UK Airlines on the design of a new career's website. Introduced new reward structure aligned to job levels. Standalone role. Reported into Main Board

ASSOCIATED BRITISH FOODS

Consultant | 9 months | 2013 - 2014

Review HR capability and compliance. Implemented policy changes and critical improvements to HR system functionality to drive immediate benefits to business functions.

Standalone role. Reported into HRD.

EVERSHOLT RAIL GROUP

Consultant | 3 months | 2013

Assessment of HR capability and effectiveness of outsourced services. Successfully recommended a reversal of BPO services with additional recommendations for revised Org.

Standalone role. Reported into CEO

JACK WILLS LTD

Consultant – Transformation | 2 years | 2011 - 2013

Responsible for managing the delivery of transformation across UK, USA and Asia. Circa 2000 headcount, retail and distribution. Included design of BPO for global payroll, new global HR Service Centre for UK, USA, Honk Kong. Managed all people impacts following the introduction of SAP across procurement, distribution and finance, roll out of Sunday Times Best Companies, store closures / redundancies etc.

Standalone Role.

Reported to Main Board / PE shareholders



GEORGIA GROUP

Client Services Director | 12 months | 2011 - 2012

Responsible for developing client relationships and bringing new HR business into the portfolio. Rebranding, Org Design, revised client portfolio, new associates. Designed and delivered new Performance Management and People Strategy frameworks for clients in Fire & Rescue and Social Housing. Team of 6. Reported into CEO

YODEL

HR Strategy and Transformation Lead | 3 years | 2007- 2010

Responsible for managing all HR programmes and trade union negotiations in several merging and legacy businesses including Home Delivery Network / DHL Domestic / Yodel over a 3-year period. Circa 10,000 headcount, multi trade union environment. Responsible for all ER, IR, shareholder and main board engagement channels. M&A, site closures, redundancies, pay freezes, new TC's, Job Frameworks, TUPE 5000 headcount, new collective bargaining structure and Trade Union de-recognition. Team of 3. Reported into Main Board

UNITED UTILITIES | SHOP DIRECT | MBNA EUROPE BANK | N BROWN GROUP | MARKS & SPENCER

Career started as a graduate trainee with M&S, working in finance and HR. Held various subsequent appointments since, in roles ranging from transformation, HRBP and OD, until I started consulting in 2007.

Education

Manchester University. BA Humanities
Manchester Metropolitan University. MCIPD
Emotional Intelligence. Baron EQ-i
Oxford summer School, Organisational Leadership

Interests

Property Development
Pursuing CEDR Commercial and Civil Mediation accreditation
Pursuing NED, Board Advisory opportunities