



## CAREER SUMMARY

1976 Secondary school teacher

1979 Nestlé UK

1985 Diageo

1989 L'Oréal UK

1997 L'Oréal S.A.

2013 Independent Coach/ Consultant

## EDUCATION/TRAINING

1976 University of London (2,1)

1992 CEDEP General Management Programme

2005 Insead CCC Masters Programme

2013 International Mozaik - Coaching

2013 Human Technics – Coaching

2013 MBTI (Myers-Briggs)

2014 Lumina Learning

2014 Team Management System

2018 Talents

2019 Team Coaching

2019 Appreciative Inquiry

The 'red thread' linking my entire career experience of over 40 years is that of individual development.

After my degree studies, I started my career in secondary school teaching before settling on a long-term career direction to work in Human Resources.

My first responsibilities with **Nestlé UK** as a Training Manager within a large factory facilitated my transition between teaching and training in the world of business.

Promoted rapidly, as a Personnel Manager, I was given the opportunity to set up a HR function in a new 'green-field' site – my first experience of a number of 'start-up' roles which I have been fortunate to create over the length of my career.

After six years at Nestlé, I accepted a regional HR role in a second international group, **Diageo**, another company with a strong brand positioning. I continued to develop my HR competences and experience in the hotel and restaurant sector, taking on during this period the national responsibility for a Divisional training function.

I discovered **L'Oréal** in 1989; it was simply the company which shaped my HR experience at its most strategic level and where I started my adventures as HR Director for the UK & Ireland, based in London.

In L'Oréal the world of beauty opened up for me with the group's strong culture, impregnated by its global brands, R&D – and entrepreneurship.

At the heart of the company, an HR culture firmly focused on the development of individual talents, with their own unique assets, strengths and potential.

Arriving in France in 1997, I was appointed HRD for Western Europe (Luxury Products), and then made responsible for a strategic mission to develop an international training function, then appointed HRD for the newly created Asia zone.

My final role was a mission to create a new development function for the group's top 250 top executives, a role which I continued to develop until my decision to set up my own coaching and development consultancy for executives working in international organisations.

Since 2013 I have been fully employed as a coach and leadership development consultant working on international assignments with leading global companies, using my experience and expertise to develop individuals, teams and organisations.

At the heart of my offer, coaching individuals and teams is my prime concern, but leadership training and development, leadership consulting and organisational development are allied to my strengths as a coach, trainer and facilitator.