

# h2h People Strategy and Service

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## Our Team

Our diverse People Team have been leaders and HR practitioners in major operational organisations. We know what it takes to make a difference and our team have been selected based both on their expertise and experience along with their ability to hit the ground running, build effective relationships and deliver with sustainable impact.

### Susan Binnersley FCIPD



An industrial career with 14 years in a FTSE 100 global engineering PLC and 2 further years in a UK FMCG manufacturing PLC. Roles included an accredited Management Development Trainer; Aircraft Assembly Line Cell Manager; Head of HR European Aircraft Programmes; HR Director Marine (3 shipyards and 7000 people) and HR Director Hibernia Foods PLC (7 UK factories).

Founding Director of h2h in 2004 and privileged to work on sensitive and high impact assignments across our customer base.

Specific HR core knowledge includes culture and behaviour, business acumen and change. Specialist knowledge in Employee Relations; Learning and Development and Organisation Design and Development.

### Vanessa Rhodes FCIPD

A generalist HR career, spanning 30 years, in retail, food manufacturing, local authority, further and higher education.

HR Director during two successive Further Education college mergers and Chair of the all-wales HR network, leading on national contract negotiations with joint trade unions. Worked on cultural change and large-scale reorganisations and delivered 3.2m savings post-merger.

Certified practitioner in behaviour profiling, NLP and a mental health first aid. Specific HR core knowledge includes, people practice, culture and behaviour and change

Specialist knowledge in employee experience, employee relations, resourcing and diversity and inclusion.





## Helen Stephenson FCIPD



Career began in Manufacturing at Nestle before moving into HR. 10 years' operating in a variety of fields in HR in FMCG businesses. Roles included facilitating career management and coordinating people moves across 6 factory sites (largest being York with 3500 employees) and international moves across Nestle worldwide. Project management to facilitate and harmonise change within Sara Lee, a manufacturer that had rapidly grown through acquisition. Operating at HRD level. Regularly managed restructuring and closures and supported people through these processes.

More recently involved as a consultant with a variety of businesses – from regional SMEs to high profile multi nationals.

Specific HR core knowledge includes people practice and change. Specific knowledge in Talent Management, Resourcing, L & D and Employee Relations and OD.

## Sue Davis MCIPD

Corporate experience in a range of plc, blue chip and public healthcare organisations. Grounded in generalist HR, roles include Personnel and Training Manager for a retail Automotive Group (3 sites); Assistant General Manager, hospitality (initially team of 2 - opened a new 4\* hotel) Regional People Development Manager in Automotive (responsible for a team of eight covering the sites in the North of England, Scotland and Ireland); Head of Careers for Motorsport (UK role); Deputy Head of Client Services in public healthcare before becoming an Associate in 2010 extending sector experience to IT, food, retail and hospitality.



Professional qualifications include ILM Level 7 Executive Coaching and Mentoring, Advanced Certificate in Executive Coaching, Certificate in Life Coaching, Chartered Member of Chartered Institute of Personnel and Development, BPS TUA and TUP (formerly BPS A & B) and accredited to use a range of psychometric tools.

Specific HR core knowledge includes culture and behaviour; people practice and business acumen. Specialist knowledge in Learning and Development, Resourcing, Talent Management and Diversity and Inclusion.

## Peter Quinn



A 15-year career working in Equality, Diversity & Inclusion and well-being support in the UK with the Universities of Oxford and York as Director of Student Support, Deputy Head of EDI and Lead on Inclusion. Subsequently working as a Consultant with Education, Arts, Heritage and Tech organisations on inclusive practice, well-being and high performing teams and coaching and mentoring for diverse employees and leaders in the UK, Hong Kong, Singapore and Europe.

Specific core HR Knowledge in culture and behaviour, change and inclusive leadership. Specialist in well-being, disability and Equality practice and procedure alongside training and development.



## Paul Nicholson CPsychol, AFBPsS



Following an early career in the law and financial services with Aviva, AXA and Eversheds, Paul became a Chartered Occupational Psychologist over 15 years ago. Firstly, as a Managing Consultant with global consulting firm SHL, and subsequently leading a niche consultancy firm of business psychologists.

He has advised and supported a wide variety of clients in different sectors, including pharma, telecoms, food, utilities, energy / oil & gas, manufacturing and financial services, with organisations ranging in size from global multinationals to small provincial businesses.

Specialist areas include executive and leadership level assessment, development and coaching; values, competencies and behaviours design; talent development and training; recruitment process design and delivery.

## Debbie Mitchell

A varied HR and OD career with experience in FMCG, Aerospace and Manufacturing in the UK and internationally. Roles included Head of HR, HR Business Partner (R&D, Manufacturing and Supply Chain), European OD Project Manager and Global OD Manager.

Established as an independent HR and OD consultant in 2011. Trusted to work on sensitive ER issues including large redundancy programmes, absence, grievance and disciplinary investigations, hearings and outcomes.

Delivers ER and Policy and Practice Training & Support and works with organisations on developing performance management and talent strategies.

Specific HR core knowledge includes people policy and practice, and talent assessment and development. Specialist knowledge in performance management, change management and employee engagement.

In 2020 was appointed as a Non-Legal Member of the Employment Tribunal and sits in the London South region.



## Melissa Roberts



A 15-year commercial background working as a global contracts negotiator in the UK and USA for a multinational technology company after first practising as a solicitor for an international law firm in London. Is experienced working one-to-one and with groups on managing conflict, handling difficult conversations and is a qualified mediator.