

GERRY ECKERSLEY

FCIPD, MA HRM

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A highly effective and commercially astute Leadership & Management Consultant with a proven track record of delivery across OD, Culture Change, Leadership Development, coaching and the full range of HR Disciplines. Known for commercial and practical solutions, as well as academic rigour, including teaching at University undergraduate and postgraduate level. Lay member of the Employment Tribunals (Scotland) and recognised coach and mentor to Director level.

EMPLOYMENT RECORD

Director, Greenfield HR

2015 to present

- Provides an extensive range of Leadership and HR Consultancy including Leadership & Talent Development, Strategic Business Partnering, Top Team Effectiveness, Facilitation, Organisational Transformation, Culture Change, Diversity & Inclusion and Executive Coaching

Honorary Lecturer, University of Stirling

2014 to present

- Module Co-ordinator for 3rd year Undergraduate programme – HRM Techniques
- Design and deliver lectures to Undergraduate and Postgraduate students studying Within the field of Strategic Human Resource Management

Guest Lecturer, University of Glasgow

2015 to present

- Design and deliver lectures to Undergraduate students studying within the field of Strategic Human Resource Management

Associate Trainer/Consultant CIPD

2015 to present

- Provide training and consultancy support to clients on a flexible basis

Lay Member (Employer Representative), Employment Tribunal Services

2002 to present

- Listen and question on an impartial basis to arrive at an agreed outcome decision along with the Judge and Employee Representative

Royal Bank of Scotland, Edinburgh

2004 to 2015

Senior HR Business Partner

2009 to 2015

- HR lead and Strategic Partner across a broad range of Business areas including UK Digital and Telephony contact, global Specialist Functions, Operations.

Head of Leadership Development, Business Services

2008 to 2009

- Led the organisational effectiveness strategy and agenda for the global Business Services Division including the implementation of the Division's leadership development and performance management strategy.

Technical Partner, Development

2006 to 2007

- Led the design and implementation of the Development elements of the People Strategy for Manufacturing and Group Central Functions. Partnering HR Directors and their Leadership Teams in the design and prioritisation of focus on all aspects of development including Leadership Development, Talent management, Team effectiveness and Performance Management.

HR Business Partner, Operations

2004 to 2006

- Strategic Partner for various Operations Units within Manufacturing Division, circa 4000-8000

Associate Lecturer, The Open University Business School

1999 to 2007

- Design and deliver monthly tutorials, marking assignments, providing individual feedback and telephone advice and facilitating group internet conference for Strategic Human Resource Management elective from the MBA Programme and Diploma in Management Development Change

LloydsTSB, Glasgow

1996 to 2004

Senior Human Resources Manager, Glasgow Contact Centre 1996 to 2002

- Established and led a HR team, responsible for the provision of effective HR Consultancy services and delivery of HR solutions to meet business requirements
- Managed the Personnel team and service from traditional personnel function to new HR Operating Model, educating Business customers and supporting HR colleagues throughout the change process.

TSB

1984 to 1996

TSB Head Office, Birmingham - Manager, Industrial Relations, 1994 to 1996**TSB Head Office, Birmingham - Manager , Comp & Benefits** 1992 to 1994**TSB Trust Company, Andover - Snr Personnel/E.R. officer roles** 1988 to 1992**CONTINUED PERSONAL DEVELOPMENT AND QUALIFICATIONS**

- 2017 AACSB Bridge Programme Graduate
- MA Human Resource Management
- Fellow, Chartered Institute of Personnel & Development
- SHL Psychometric testing and OPQ qualified
- MBTI Practitioner
- Harvard Business School Leadership Programme
- Interactive Leadership – Burnham Rosen Group
- Noel Tichy – Leaders as Teachers RBS programme
- Organisation Design Programme
- HR Leadership Programme – led by Lynda Grattan

PERSONAL INTERESTS

I am currently Chair of Balfron High School Parent Council and I am an active member of an Amateur Dramatics Group. I also enjoy singing in a local choir, attending a Reading Group and generally keeping fit.