

# *Dorothy Matthew*

**Dorothy is a lively, influential, innovative and results-driven HR consultant & Executive Coach, specialising in culture change, leadership development, coaching and people engagement.**

Dorothy is passionate about how winning companies operate and the link between culture, people, service & commercial performance. As a consultant she helps business leaders & HR teams understand those links and works with them to create sustainable change and drive bottom line improvements through engaging & developing their people.

Dorothy has extensive experience in large scale retail turnarounds and culture change programmes, principally through her employment with Asda and Wal-Mart Stores Inc. and more latterly with on-line retailer, Shop Direct Group and Coles Supermarkets in Australia. She began her career as a graduate trainee in the hotel industry and following her first appointment as Training Manager for the following year's graduate intake, developed her career as a 'People' expert working in a number of generalist and specialist HR roles, with both operational and corporate experience gained in blue chip companies renowned for 'people' best practice.

She has also worked internationally in Wal-Mart's global sourcing division, with 'people' responsibility for 18 offices across Europe, Middle East, Africa and Latin America. Dorothy spent time in Moscow as People Director developing the people strategy for Wal-Mart's market entry into Russia. Her last corporate role was Change Director at Shop Direct Group with a remit to drive the culture change agenda following the merger of two formerly competing & loss making home shopping businesses. She developed a 'Great Place to Work' strategy to drive colleague involvement, embed new vision and values and increase employee engagement – which improved by 21% in 18 months.

Dorothy set up her own company in January 2010. Her first client was Coles Supermarkets – a leading supermarket chain in Australia – where she spent 9 months supporting their 'People Renewal' - a major culture change programme targeted at the Board and top 300 leaders. More recent projects include the design and delivery of a Leadership Mindset / culture change programme targeted at the UK Board and top 160 leaders; supporting a newly appointed Group IT Director to lead a transformational change programme, delivery of a potential directors development programme for a group of senior leaders; supporting a new HR Director & his leadership team to develop a new operating model and new ways of working, working with an operating board on culture development following the acquisition of a new joint venture partnership. She has also developed her Executive Coaching practice, partnering with business leaders to unlock their potential and inspire positive change.

Dorothy has a MA in Human Resource Strategy, is a Chartered Member of the CIPD and has completed a PG Cert in Business and Personal Coaching course with Barefoot Coaching / University of Chester.

## **Specialism's**

HR Consulting, Leadership Development, Executive Coaching, Talent Management, Team Development, Culture Change, Employee Engagement

# Vicky Warren

**Vicky is an enthusiastic, creative, solutions-driven senior HR Professional and Executive Coach with a proven track record of delivery & success through inspirational leadership and coaching.**

Vicky has held a number of generalist HR and specialist roles in both Retail and Financial Services. After a short period of time teaching Business Studies & IT her HR career began in Retail at ASDA Stores Ltd where she performed a variety of generalist HR roles before moving into central roles such as Head of Shared Service & Resourcing. Vicky was a member of the Wal\*Mart integration team and spent time in the United States over a 2 year period supporting this merger. Vicky was part of the team who coordinated and facilitated ASDA being awarded the Times100 No1 Best company to work for.

Vicky has been a member of Executive Committees/Operational Boards, supporting & leading large and complex HR teams who are responsible for Resourcing, Organisational Development, Talent Management, Performance Management, Learning & Development and all aspects of Employee Relations across a diverse and vast colleague base in the UK up to 34,000 Colleagues. Her last corporate role was as HR Director for Retail Distribution at HBOS plc, covering the Branch Network, Estate Agencies, Call Centres, Central Functions and PFA Network, where she was an influential member of the Retail Distribution Board. Vicky also played a number of internal roles at a group level ranging from an Internal Executive Coach & HR Mentor to Colleague Engagement Champions.

Vicky established her own company - People Inc. 4 years ago, after leaving HBOS plc. People Inc. is an HR solutions consultancy providing specialist HR expertise in the areas of executive coaching, leadership development, organisational design & development, team development, career coaching and talent management. She is also the co owner of an online business [www.time4sleep.co.uk](http://www.time4sleep.co.uk).

She has extensive experience in coaching others in the application and ownership of the people agenda through strong and trusted relationships. She has personally led and been a contributor to a number of transformational business programmes, specifically in the area of Organisational Development & Design, Culture & Change, Talent Hiring and Executive Coaching, Service Leadership, Downsizing & Growth Programmes and Leadership & Coaching.

Vicky is a Graduate, a Master of CIPD, has a Diploma in Executive Coaching from Academy of Executive Coaching London, MSC in Human Resource Management, Sheffield Hallam University and a BEd Hons (2:1) Business Studies & Education, Northumbria University.

## **Specialism's**

Leadership Development, Organisational Development, Executive Coaching, Talent Management, Engagement/Culture and Resourcing