

CURRICULUM VITAE

Alison Wright BA., FCIPD

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PROFILE

A highly experienced and accomplished HR professional, and accredited mediator, with extensive consultancy credentials gained initially as Lead Consultant within a national legal firm, and, over the past ten years, developing an independent and successful consultancy practice, providing comprehensive and integrated strategic and operational HR solutions and support to a diverse range of major clients in both the public and private sectors across Wales, the Midlands and the South West of England.

CAREER SUMMARY

CALLAND WRIGHT CONSULTING LTD

March 2006 onwards



Led by Alison Wright, the Consultancy offers customized and accomplished HR strategy, management, support and solutions to organisations in the both the public and private sectors across the spectrum of the Human Resources agenda, including a full accredited workplace and employment mediation service. The Consultancy has clients across a range of sectors including:

- Governmental organisations, both local and national
- Charitable and not for profit sector
- National Health Service organisations and Local Health Boards
- University, Higher and Further Education sector
- Academic and Research sector
- IT sector
- Financial services organisations
- Manufacturing, Facilities Management and Construction industry

Client projects have included restructuring and change management programmes, encompassing TUPE and the management of mergers, acquisitions and integration projects across a range of organisations. We advise on downsizing and rightsizing exercises, and lead and project manage redundancy programmes, encompassing consultation, selection, severance, and survivor engagement initiatives.

Calland Wright Consulting offers a range of outsourced HR services and has specialist expertise in employment relations, including workplace and employment mediation and the conduct of investigations and inquiries into disciplinary and grievance matters, and bullying, harassment and discrimination claims

EVERSHEDS HR GROUP**May 2001- March 2006****Eversheds LLP,
Callaghan Square
Cardiff**Lead HR Consultant
ConsultantDecember 2003 – March 2006 HR
May 2001- December 2003

Over a five year period, I led and promoted the development and growth of the Consultancy business nationally. As the largest Consultancy team across the firm, the Cardiff team of five Consultants consistently demonstrated the ability to win major projects and new clients, whilst maintaining excellent ongoing relationships with existing clients

Key project areas included strategic business reconfigurations and redundancies, TUPE transfers, employee relations, investigations, disciplinary and grievance issues, workplace reconciliation and senior interim appointments:

XEROX EUROPEAN ELECTRONICS

Head of Human Resources

1998-2001

As the Head of HR for Xerox European Electronics, I led a team providing a business focused generalist service and was responsible for HR and Employment functions for circa 800 people across 3 sites in Holland, Ireland and England. Key projects included European redundancy and restructuring, Greenfields start up, and performance management

The Wye Valley Practice

Fund and Practice Manager

1990-1998

A broadly based role under the GP Fund holding Scheme which incorporated responsibility for establishing the HR infra-structure, all financial and general management of the practice and strategic budgetary responsibility for managing all patient referrals, treatment and medication.

Career break**1988-1990****Group HR Manager
(Head of Human Resources Function) Pearce PLC****1982- 1988**

Head office role reporting directly to the Managing Director, and responsible for a comprehensive HR and training service to 10 companies in locations throughout the Midlands, the South West and Wales, comprising 1,200 employees and 3,000 contractors

United Kingdom Atomic Energy Authority (U.K.A.E.A)

Personnel Officer **1981-**
1982
United Kingdom Atomic Energy Authority
Culham, Oxfordshire

Tunnel Cement Limited

Assistant Personnel Officer **1979-**
1981
Tunnel Cement Ltd., London

EDUCATION AND QUALIFICATIONS

Queen Mary School, Lytham: 8 O levels, 4 A levels (all grade A)
2 Scholarship levels (both distinction)

University of Durham: **BA Hons Degree(German and French, 2.1)**
University of Westminster: ACIPD
University of the West of England MCIPD
Fellow of the Chartered Institute of Personnel and Development FCIPD