

Patrick Walsh
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Patrick is an experienced successful manager (MCIPD) operating at both a strategic and operational level in a senior HR and Training role. He has a strong track record of:

- setting strategic direction of businesses and formulation of business plans
- implementation of strategies, management, controls and building teams
- managing people and projects, delivering on time and within budget
- designing and delivering training solutions (including team building, communication skills and customer care)
- improving the quality of management information pathways
- building resilient working relationships with suppliers, customers and colleagues

Strategic Skills

Patrick is commercially astute, understanding the needs of an entire business. He has a proven ability to build relationships with peers and interdepartmental colleagues, understanding their priorities and how HR and Training support can enable objectives to be achieved. He's successful in gaining buy-in from both internal and external stakeholders to improve business efficiency and effectiveness using a HR framework.

Organisational Skills

Patrick has planned and implemented successful complex business facing strategies – developed and implemented organisational action plans. He's experienced at working with Chief Executives and board members and has developed corporate recruitment and training plans including a high level Leadership Development programme for senior staff.

Analytical Skills

Patrick is a Chartered member of the CIPD and has kept on top of business strategies and analysed and disseminated financial information. He's extremely confident managing budgets and has managed staffing budgets in excess of £1m. He's also developed HR benchmarks with KPI's to drive business performance.

Project Management Skills

CIPD Project Management trained. Considerable project management experience and led project teams on diversity, web design and management, IIP and Employer of Choice – all resulting in successful implementation of strategy.

Communication, Influencing and Negotiation Skills

Patrick is experienced in devising HR & Corporate services strategies. He sees the 'the wider picture' when dealing with conflict and assess facts and question inconsistencies fairly. In his last role he led on all Joint Staff Council negotiations resulting in new role profiles and increased productivity by reducing absenteeism by 45%.

Change Management

He also has significant experience of leading on and managing a variety of change programmes over the last 15 years including Training staff to deal with change processes.

Affiliations

- Chartered Institute of Personnel & Development (CIPD) – Chartered Member
- National Council for Voluntary Organisations (NCVO) – Approved Consultant
- Bridge Mental Health - Trustee
- Earlsfield Primary School, London SW18 – School Governor