



Equipping Organisations to be Whole and Healthy

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John Hespe Profile

Career Background

- 10 years at HR / OD Director level in a blue chip, international plc
- 10 years as an external consultant with extensive recent experience of working in mainland Europe and the US.
- Degree in Law, MBA, Chartered Secretary, Part-way through MSc in Coaching & Mentoring.



Whole Systems' Consultancy Experience

- The translation of corporate strategy into manageable people and organisation development plans.
- The impact of changes in business strategy on organisation design – structure, processes, work, people and aligned cultures.
- Leading thinking and practise on the people and organisation implications of major corporate restructurings and mergers.
- Working across cultural and international boundaries to promote effective collaboration and business partnerships.
- The development of internal teams of change agents and OD professionals.
- Coaching and advising business leaders to increase their own personal effectiveness.

Recent Projects and Illustrative Clients

- Strategy Development with the leadership team of a large pharmaceuticals manufacturing unit based in the UK.
- Development of an international functional (HR) team, supporting an internal reorganisation of their parent business.
- Leading the Change Management, OD and HR stream for the setting up of a Global Procurement capability following a merger.
- Restructuring of a pan European logistics function, including redesigned order management processes and rationalisation of warehousing facilities.
- Redesigning the organisation of an IT & Business Support capability for large European supply chain operation.
- Moving a Global Packaging implementation project to a steady state organisation within a multinational pharma business.

Illustrative Clients:

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| <input type="radio"/> GlaxoSmithKline | <input type="radio"/> The Halifax |
| <input type="radio"/> Hitachi | <input type="radio"/> Co-op Bank |
| <input type="radio"/> Scottish Power | <input type="radio"/> Commission for Social Care Inspection |
| <input type="radio"/> British Aerospace | |