



Equipping Organisations to be Whole and Healthy

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Paul Lambert Profile

Career Background



- Over 18 years organisational development consulting experience
- Work covers government, health, defence, engineering, transport and education sectors
- Paul specialises in workforce planning, talent management, resource management and management / leadership development
- Paul led the workforce planning / talent management global service line for a major international management and systems consultancy until mid-2009
- Paul also has a strong track record in organisation design and process improvement using whole systems approaches
- Previous roles include:
 - Managing Consultant, People & Organisational Change, PA Consulting Group
 - Systems / Process Consultant, Logica plc
 - Systems Engineer, IBM UK
- Masters in Organisational Development (Sheffield Hallam) and Degree in Management Studies / Engineering (Cambridge University)
- Member of Chartered Institute of Personnel & Development and British Computer Society
- Board member of the Skills Framework for Information Age (SFIA) foundation

Whole Systems Consultancy Experience

- Led and operated over 50 consultancy assignments from 1 month to 3 years in length with strong client endorsements and industry awards won for key assignments
- Recent consulting work includes:
 - **NHS London (International Fellowships)** – Create a feasibility report on the role of International Fellowship programme designs linked to International Centres of Expertise to support the transformation of healthcare outcomes in London.
 - **NHS Dorset (WCC OD Plan)** – Created the World Class Commissioning organizational development plan for NHS Dorset to support split between commissioning and provision
 - **HM Treasury (Workforce / Talent Strategy)** – Created the talent / workforce strategy for the UK treasury function, ensuring that HMT has a fit for purpose and high productivity workforce in place for delivery of plans.
 - **NHS London (Commissioning Capability)** – Designed a Masters in Healthcare Commissioning and a commissioning skills framework to support World Class Commissioning
 - **Westinghouse Rail Systems Limited (Workforce Planning)** - Led the creation and delivery of a capability development framework and assessment process for Railway Engineering to analyse and build the future Engineering leadership and technical skills for a rapidly expanding organisation in the transport sector.
 - **DWP / JobCentre Plus (Talent Management)** - Led design of talent management process and development programme for developing Senior Civil leadership within this 70,000 strong governmental organisation, linking with other commercial and governmental organisations.
 - **Siemens (Developing Consulting Capability)** - Led the design of the Siemens Global Media Consulting Process, Career Framework and supporting management / leadership development
 - **DHL Hubs & Gateways (Organisational Design)** - Created organisational design and implementation plan for each of 7 Areas of DHL Hubs & Gateways Organisations within Europe (4,000+ staff). Well received by directors and leading to significant integration efficiencies.