

Lucy Maxwell Scott

HRM Consultant

29 Rotherstone, Devizes
Wiltshire SN10 2DY
Tel/Fax: 01380 739220
e-mail: lucy@maxwellscott.co.uk

Consultancy Provision

- **Organisational Structure and Change**
- **Reward, Job Evaluation and Equal Value**
- **Performance Management**
- **Employment Policy and Employee Relations**
- **Facilitation, Training and Mentoring**
- **Review and Evaluation**
- **Myers Brigg Administrator**

Current Employment

Independent adviser and consultant since 1993, working primarily in the not-for-profit sector. My consultancy approach includes:

- developing an understanding of the culture, values and intended direction of the organisation in order to ensure solutions which are the 'best-fit' for the organisation
- working closely with assigned personnel within the client organisation in order to ensure ownership, understanding, and – where appropriate – internal skills development
- ensuring that issues of inclusion, participation, diversity and equality are part and parcel of the work

Recent Clients include:

- Carers Trust
- City YMCA
- KeyRing
- NCVO
- Oxford Clinical Commissioning Group
- Powell Cotton Museum
- Ridgeway Partnership NHS Trust
- Royal College of Radiologists
- RC Speech & Language Therapists
- Trust for London
- Unison
- Watford YMCA
- Weldmar Hospicecare Trust
- YMCA England

Examples of work undertaken are provided below:

Organisational Change

- Review and evaluation of organisational culture and development
- Advice and support to review of governance structures
- Review and restructure of functions, departments, senior management
- Review of business effectiveness of specific teams or functions
- Support and advice on change management during periods of restructure of parts or whole business
- Review of internal communications structures, methods and process

Reward, Job Evaluation, Equal Value

- Establishment of corporate reward principles and strategy aligned to business values and objectives
- Design and implementation of job evaluation systems, pay and progression structures informed by business values and objectives
- Advising and facilitating implementation of existing frameworks (eg AfC)
- Review of terms and conditions and development of new packages to reflect legal requirements, organisational fit and staff motivation
- Provision of pay market surveys and equal pay audits
- Review of Executive Remuneration, including governance aspects

Performance Management

- Design and implementation of tailored Performance Management approaches
- Design of competencies framework to reflect desired organisational culture
- Advising on implementation of frameworks and links to HR processes
- Review of Management Development and provision of strategy
- Skills Needs Analysis

Facilitation, Training and Mentoring

- Facilitation of Board, management team, or joint consultative committee meetings during periods of strategy review or change
- Provision of leadership coaching and mentoring, using MBTI as a tool to support personal and professional development
- Design and facilitation of Away Days (governance, SMT, all staff)
- Design and delivery of tailored workshops, including strategic HRM, Reward, employment law, employee relations, people management

Employment Law, Policy and Practice

- Review of employee engagement and management practice
- Design and implementation of employment contracts and policies,
- Provision of advice and support on employee relations and employment practice, and employment legislation
- Design and delivery of workshops on aspects of employment law, policy and practice