



Profile

# Rosamonde Quincey

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### General Information

### Qualifications

- BA Honours Modern Languages
- Level A & Intermediate Level B psychometric testing

### Memberships

- Fellow of the Chartered Institute of Personnel and Development



### Biopic

- An experienced HR professional who initially worked in research and development and now specialises in employment law and performance management. Rosamonde is committed to helping organisations address issues relating to performance and under-performance and draws on her practical experience whilst blending this with the latest thinking. She develops constructive relationships with clients who are based on high levels of professional credibility and mutual trust. Her experience ranges across the public and private sector and she has worked with multinationals as well as SME's. She is very experienced in developing and delivering training events and uses accelerated learning methods to maximise the added value of her interventions.

## **Examples of Consultancy Assignments**

### **Major logistics and parcels delivery company**

- Designed a creative management development programme to specifically respond to the spiralling employment tribunal costs and within 2 years reduced costs by over 360%.

### **International parcels delivery company - emerging markets**

- Designed an international performance management programme designed to change the performance culture. Key to the success of the initiative was engaging the Directors to demonstrate that the culture change was starting from the top by their written commitments to the new processes. Comprehensive evaluation activity undertaken after 12 months with feedback being presented to the Directors.

### **Global power and gas company**

- Created a management-led employee consultation and communication process to transfer the existing trading business from the UK to Europe. A comprehensive and transparent process resulted in over 70% of the employees taking up the Company offer of relocation.

### **Charities Board**

- Created a 3-day outdoor, activity-based team building event, designed to challenge their existing ways of working, to establish a more creative environment through better planning and synergetic team working.

### **Local Authority**

- Developed a risk assessment based analysis of team to predict absence trends; also introduced an attendance management strategy, custom-designed to respond to likely absence profiles within each area of the business.

## Client list

The companies below represent the diversity of clients with whom Rosamonde works.

- Adams Haulage
- All Clear
- Business Link (Birmingham & Solihull)
- County Chemical Company
- Derby University
- Direct Drains
- Dudley Health Authority
- E.ON
- Florigo
- Imargo
- IT Networks
- National Lotteries Charities Board
- Oak Veterinary Surgery
- Paintain Tools
- Rohm and Haas
- Sandwell Council
- Solihull Council
- Solihull Inspection & Advisory Service
- South Northamptonshire Council
- The Gower Golf Club
- TNT ICS International
- TNT UK
- TNT Document Services
- TNT Worldwide Networks
- TNT Worldwide International Business Units
- Warwickshire County Council
- Warwickshire Fire and Rescue Service
- Wellingborough District Council