



Karen Saunders

Human Resources, Restructuring,
Personal Development and
Coaching

Profile

With a professional background of 20 years in HR, experience at strategic level, and as a qualified executive coach, Karen partners with individuals, teams and businesses to achieve personal growth and business success.

Karen's areas of focus include HR strategy, leadership development, change management, organisational development and design, talent development, conflict resolution, team development. She's advised, coached and consulted across all levels of seniority and diverse functions including Finance, Legal, IT, Business Development, Sales, Marketing, Research and Development, Manufacturing, Engineering and Supply Chain.

Karen is experienced in partnering with businesses in complex, ambiguous and sensitive situations in the UK and beyond. She is a collaborator and relationship builder with emotional intelligence and a pragmatic and positive outlook. Karen is unafraid to tackle the difficult questions in the spirit of building personal, team and business growth.

Qualifications and Experience

- Advanced Practitioner Diploma, Executive Coaching (*qualification accredited by ICF and EMCC*)
- Postgraduate Certificate, Employment Law
- Postgraduate Diploma, Human Resource Management
- BA Hons: History (major), Business Admin, Politics, European Business
- Chartered Fellow (FCIPD) of Chartered Institute of Personnel & Development
- DISC Personal Profile Analysis and High Potential Traits certified (profiling tools)

Some of Karen's Projects

Client: Global pharmaceutical company
Sector: Pharmaceuticals – research & development (R&D)
Specialism: Corporate restructuring, HR leadership and strategy

Brief:

- Provide strategic HR Leadership to take the R&D associate company through a complex restructure, including closure of German site.

Outcomes:

- Planned and implemented challenging downsizing project, from 300 to 60 employees, including closure of R&D site in Germany (100 employees), plus vast reductions in the UK.
- Instrumental in the strategic transformation of the UK R&D site, including organisational development and design of new company structure.
- Partnered with external resource to facilitate development of Leadership Team.

Client: Start-up learning & development company

Sector: Professional services
Specialism: HR and business lens, coaching

Brief:

- Provide HR & Coaching consultancy for the development of new business venture which is looking to address an unmet coaching need in a sports environment.
- Bring an HR and general business perspective to the core development team.

Outcomes:

- Partnered throughout the planning process, leading to achievement for the go-ahead of a pilot, granted by a key governing sports body.
- Ensured core team approached business venture with a professionalism that matched their sporting passion.
- Provided an HR/business critical eye to build a strong business proposition, highlighting and mitigating potential HR issues.
- Contributed to development of coaching documentation to be used in the offering.
- Engaged to support next phase, including pilot implementation and evaluation.

Client: Global pharmaceutical company
Sector: Manufacturing
Specialism: HR leadership, organisational development, strategic thinking

Brief:

- Provide interim strategic HR Leadership for the manufacturing associate company, to help the HR team get 'back on track' after a challenging and unsettled period.
- To upskill the HR Team and Leadership Team's strategic thinking from a people perspective.

Outcomes:

- Performed an HR 'health check', streamlining HR policies and processes.
- Mentored and coached the HR Team to add value to the business, beyond purely transactional tasks.
- Drove organisational development in collaboration with the L&D Lead, including development of a Management Development programme.
- Supported the Company's achievement of 19th in the Times Best Companies survey and 3-star engagement award.

Client: Global Agricultural manufacturer
Sector: Agriculture
Specialism: Executive coaching, mentoring, leadership development

Brief:

- To provide bespoke coaching and mentoring for high potential, corporate, employees.

Outcomes:

- Worked in a coach-mentor capacity with a developing leader in a senior role, and another up and coming professional – both in corporate roles.
- Coaching was bespoke to individuals, covering subjects such as self-awareness, effective communication, rapport, influencing and strategic thinking.
- Both individuals received positive feedback on their development, particularly from more senior leaders, e.g. improved bigger picture thinking; more confident when influencing at senior level, asking more insightful questions.
- Success with coaching-mentoring led to a team development assignment.