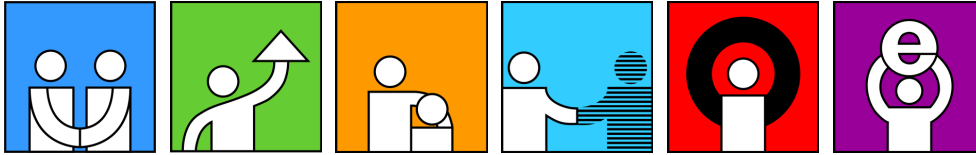


# RANMORE



**consulting development coaching modelling targeting e-knowledge**

## Associate Profile

### Kaye Forrest

Kaye Forrest is an Associate of Ranmore Consulting specialising in coaching and senior level HR issues. Kaye has over 20 years experience as an HR Director, latterly for 5 years at Legal & General a leading financial services FTSE top 50 company employing over 9,000 people. Prior to this she held similar roles in both manufacturing and service sector organisations. Through this experience she has gained considerable insight into challenging people management issues and is particularly skilled in the resolution of highly sensitive 'people' issues. A qualified executive coach she has operated at the most senior levels.

#### SKILLS & EXPERIENCE OVERVIEW

##### Organisational Development

- Integrating Competency Frameworks and Performance Management throughout organisations.
- Management development and succession planning (from Top Team down)

##### Business Transformation

- Organisational restructuring
- Championing change (top down)
- Leading employee communications and listening surveys
- Handling fallout (from Executive terminations to TUPE transfers)

##### Human Resources

- Building and developing appropriate Compensation & Benefits structures
- Directing, managing and developing business focussed HR teams
- Providing focus for credible, honest employee and Trade union relations
- Well versed in employment law

##### Selection & Assessment

- Commissioned, designed and run assessment and development centres for a range of organisations
- Qualified to use any psychometric tests on the market (level B+)

Kaye is a Fellow of the Chartered Institute for Personnel and development (FCIPD) and holds a MA in International HRM from Oxford Brookes University.