



Tim Douglas

HR & People Transformation



Expert areas: HR Strategy, Organisation Design & Development, Executive Selection, Psychometrics

Summary

Tim Douglas is a Human Resources executive with over 25 years experience. After an initial career in retail bank management, he held senior HR management positions and supported major change and restructuring programmes at Abbey National and Royal Insurance, before moving into consultancy.

Tim was responsible for the organisation development programme that enabled Abbey to move account administration to green field sites and concentrate on sales and front-line service in the High Street – refocusing the activities of about 10,000 employees over a two-year period.

At Royal's life insurance business, Tim slimmed headcount by one-third and delivered a significant reorganisation of the remaining two-thirds, with a clear focus on customer service, process quality and productivity.

As a consultant, Tim has brought fresh thinking and pragmatic commercial solutions to a wide range of clients with challenging people issues in many sectors, including energy, financial services, utilities, professional services and retail travel. Typically clients find their HR teams benefit as much as the business from Tim's depth of experience, sharp commercial focus and highly collaborative style.

Tim is a Chartered Member of the Chartered Institute of Personnel and Development, is qualified to conduct psychometric assessments, holds a post-graduate qualification in Management Studies and studied a Masters in Strategic HR Management.

Past engagements

- BP International
- Liverpool Victoria
- American Express
- CitySprint UK
- Royal Insurance Group
- Abbey National

Linen Hall
162-168 Regent Street
London
W1B 5TE

T: +44 207 038 3690
F: +44 207 038 3693

www.4-most.co.uk

