

Gabrielle Ramsay-Smith

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- ❖ **A Management and Business Consultant with a Human Resources background providing services in organisational development, change, diversity, leadership development, management coaching & training, team and individual development.**
- ❖ **Experienced in Executive Coaching and Mentoring for Board Level Executives, Senior and Mid Management and Company Owners.**
- ❖ **Experienced developer of Leadership Teams and Individuals.**
- ❖ **Experienced in Strategic Business HR direction and delivery of Interpersonal Solutions.**
- ❖ **Licensed Practitioner of Myer Briggs Type Indicator (MBTI) and Strength Deployment Inventory (SDI). Certified Practitioner of Linkage Leadership Assessment Instrument (LAI).**
- ❖ **Recognised as a trusted, influential and effective part of the leadership and management teams with the ability to negotiate and influence decisions.**
- ❖ **An employer branding guru advising clients on employer brands and becoming “employers of choice”.**

**Nov 06 – present Thism Limited
Director**

- Provide Consultancy services at a Board Level focusing on organisational development including leadership skills and behaviours for teams and individuals, management skills and behaviours, conflict management and employee motivation. Coach and Mentor Directors and Senior Managers in order to assist with getting the most from themselves within their roles and the best from their people in the organisation.
- Co-direct and manage our business providing services to the Oil and Gas Industry through the knowledge and background of our employees and associates.

**Jun 00 – Dec 06 TCS Advertising
Group Talent Manager & Head of HR Consulting**

- Reported to the Chairman and Board of Directors for the company's offices across the UK
- Worked as part of the Board and Management Team in the running of the agency
- Set up and ran a new consulting division for the company
- Dealt with all HR strategy and operations within the Group including resourcing, development, performance management, diversity, reviews and reward, disciplinary, grievance, stress management and legal compliance
- Consulted with a wide range of clients on HR issues within the arena of recruitment, retention and development, particularly employer branding which involves identifying employment value propositions and assessment centre design and training
- Managed and worked with a team of associates to deliver HR solutions to the agencies clients
- Advised and coached managers and clients daily in the interpretation of employment law, HR policies and management techniques
- Spoke at organised events on the latest thinking and application of HR and Employer Branding activities

**Jan 98 – Jun 00 Halliburton Brown & Root Ltd
HR Generalist – Resourcing & Learning & Development**

- Worked within HR of a blue chip Integrated Service Company for the Energy Sector within the groups Learning & Development and Resourcing

- Provided senior level HR support in recruitment, selection and retention of people for senior management roles through to graduates. This included advising management on methods of attraction, selection, job analysis, design, interviewing and assessment.
- Led the design and execution of the graduate recruitment programme, and trained the management group in their roles as assessors using competency based evaluation
- As a Senior HR partner, staffed up a new multi-lingual transaction centre following the implementation of SAP which included establishing role definitions, responsibilities and interfaces and undertaking the necessary attraction and selection procedures. Trained and worked with the management group to select and recruit the right people.
- Worked with managers to develop their teams and utilise the company performance management system and learning resource centre.
- Advised managers and departments in the interpretation and implementation of all HR policies and employment legislation. Was the catalyst for change of many of the resourcing and development policies and procedures.
- Liaised with managers to analyse team dynamics and identify development needs through the Halliburton competency framework.
- Delivered performance management training workshops.
- Delivered soft skills training such as time management, assertiveness, selections skills, disciplinary and stress management skills.

May 93 – Jun 97 Resident in USA and PR China

Moved overseas to accompany my husband where I took on various roles:

- Travel Agent for expatriates in China working for a Hong Kong Travel Company (P&O Travel)
- English Teacher to non-English speaking expatriates
- Event Organiser for the International Club
- Continued with my studies

Aug 92 – May 93 Anglia Personnel Ltd – Recruitment Consultant
Feb 91 – Aug 92 ARCO British Ltd - Engineering Group Secretary
Feb 90 – Feb 91 Ash Employment - Recruitment Consultant
Apr 88 – Feb 90 Grove Personnel – Recruitment Consultant
Jul 86 – Apr 88 Admin roles

Personal Details

Date of Birth: 10th June 1969
Nationality: British
Professional Status: Licensed Practitioner Myers Briggs Type Indicator (MBTI)
Licensed Practitioner Strength Deployment Inventory (SDI)
Certified Practitioner of Linkage Leadership Assessment Instrument (LAI)
Member of CIPD (Chartered Institute of Personnel and Development)
Qualified TEFL (Teacher of English as a Foreign Language)

Languages: English (Mother Tongue)
Italian (Advanced)
French (Basic)

Employment Training

Disciplinary Handling; Train the Trainer; Coaching Models and Techniques, TUPE; Selection Skills; Time Management; Stress Management; Various computer courses; “So You’re a Temps Controller!”; Basic Petroleum Engineering; ISO9001 Based Safety Management Systems

Education and Qualifications

1998 – 2000: CIPD Employee Resourcing, Employee Development, Employee Relations and Employment Law
1995 – 1996: IIDL (Hong Kong) Diploma in Business Management
1993 - 1994: Brookhaven College, Dallas – Creative Writing, Accounting, Business Admin
1981 - 1987: British Secondary Education followed by Sixth Form College
1977 - 1981: St. Michael’s International School, Madrid, Spain

Hobbies and Interests

I enjoy singing, sailing, skiing, languages, meeting people from all walks of life, theatre, and music and travelling. I also enjoy socialising, especially eating out with friends and family.