

# Jane Thompson-Gilliam



*“Jane is a breath of fresh air. Able to bring together a set of complex issues and present them in a simple and consumable way, she guides individuals and groups to effective and implementable solutions. Jane has had a very positive and enduring effect on me and my team”*

## Specialist Skills

- Leading teams in a highly complex, fast moving and matrixed environment
- Leadership Team meeting facilitation skills
- Organisational Change and Transformation
- Leading remote or virtual teams
- Developing Insight and Emotional Intelligence

## My Take on Leadership

Leadership is individual and unique and no one model/approach is ‘the one’. Your style and approach should change and mould to you as you develop, grow and face ever increasing business challenges and landscapes.

Know yourself and truly understand your talents/strengths and how to play to these whilst managing your gaps.

Remain authentic, consistent and engaged in your business and with your people. Leadership is about enabling the full potential in others whilst challenging yourself to so the same.

## Business Experience

- Over 20 years working in senior HR positions partnering with Business leaders.
- Corporate experience with leading international blue chip organisations, including Microsoft, Unilever, Campbells Soup Company and Barclays.
- Working across different industries including Fast Moving Consumable Goods, Financial Services and IT and living/working in multiple countries and cultures.
- HR experience of team development, leading process for succession planning, performance development planning, leadership development, change leadership & large scale organisational design.

## Recent Assignments

- Facilitated and led talent management session in an international IT business to ensure deep understanding of the organisations current and required future capability with succession slates, HiPo's identified and development plans in place
- Designed and facilitated a team awareness and team development intervention with the senior management team of an International Financial Institution.
- Developed, designed and delivered a Women's Returners Programme aimed at people looking to re-enter the workplace or navigate a career change.

## Qualifications and Accreditation

- Accredited ACC Coach
- Member of the International Coaching Federation (ICF)
- Certified Professional Coach Program (CPCP) through International Coaching Academy (ICA)
- London Business School - HR Strategy in Transforming Organisations
- Post Graduate in Human Resource Management - University of Cape Town (South Africa)
- BA in Industrial Psychology and Journalism - Rhodes University (South Africa)
- Lecturer at UCT business school