



**NAME:** Alan Howard

**TITLE:** Senior Consultant

**PRACTICE AREA:** HR Strategy & Investigations

**EDUCATION:** Dip. [Personnel Mgmt], Dip. [Employment Law], Dip. [Business & Executive Coaching]. Fellow of the Chartered Institute of Personnel & Development (FCIPD).

**PROFILE:** Alan is a highly experienced HR professional, with a strong blend of strategic, general and operational skills combined with practical organisational change and employee engagement expertise. Comfortable working with internal and external stakeholders, he is an accomplished facilitator and coach with excellent communications and influencing skills, which he applies in a diplomatic and engaging manner. Enthusiastic and dynamic he possesses refined customer service skills with an acute attention to detail. He has a strong commitment to collaborative working to achieve quality results, and driving continuous improvement. His programme and project management skills ensure the desired outcomes are consistently achieved to the required standards.

With a career path that includes the telecommunications and medical education sectors Alan has strong practical experience of developing and implementing HR / IR policies and procedures including grievance, disciplinary, bullying and harassment and managing cases arising from these. Working as an HR Business Partner Alan led and contributed to innovative HR and organisational change / transformation and employee engagement initiatives.

Alan is a Fellow of the Chartered Institute of Personnel & Development (FCIPD). His qualifications include a Diploma in Personnel Management and a Diploma in Employment Law. He recently completed a Diploma in Business & Executive Coaching at the UCD Michael Smurfit Graduate Business School.