



beth@bethstallwood.com

I help people find more joy at work, and help organisations nurture their people.

I'm a coach, facilitator, speaker, consultant and author, and the founder of Create WorkJoy. I've spent 20 years developing my signature practical, passionate approach, and I excel at getting to heart of what's actually going on – whether that's for an individual client stuck in WorkGloom or an organisation with a people challenge to solve. My clients range from global corporations, to tech scale-ups, sports governing bodies, not-for-profits and higher education institutions. I have extensive experience in the fields of learning, development and organisational culture and I'm an expert host of large-scale speaker events.

Education and Qualifications

- MA in Human Resource Management (Merit): Westminster University
- Post Graduate Certificate in Coaching & Mentoring (Merit): CIPD, OCM & Oxford Brookes University
- BA (Hons) Music (2:1): University of Hull
- Personal Profile Analysis (DISC) & Emotional Intelligence (EQ) Practitioner: Thomas International
- Certificate in Training Delivery Skills & Coaching Skills: The Training Foundation (TAP)

Beth Stallwood.com (Transforment Ltd): April 2017 – Present **Director & Lead Consultant**

Projects include:

- Creating a bold new 10-Year Strategy for a Sporting Body
- Building a transformational People & Culture Strategy for a Higher Education Institution
- Developing and launching a Career Pathways Programme & Toolkit for Professional Employees
- Developing, launching and embedding Values & Behaviours Frameworks
- Facilitating Leadership Team Away Days
- Designing and delivering a Leadership Development Programme for national healthcare provider
- Leading a Board and Council Restructure in compliance with Tier 3 Sports Governance Code
- Delivering Inclusive Leadership training for Board and Executive teams
- Designing & facilitating Mentoring Programmes

Create WorkJoy Ltd: October 2020 – Present

Founder & Lead Coach

Projects and services include:

- Book: WorkJoy: A toolkit for a better working life
- Podcast: The WorkJoy Jam
- Coaching Programme: WorkJoy Way
- Community: Club WorkJoy
- Talks: WorkJoy Workouts

Career Journey

Lawn Tennis Association (LTA) | National Governing Body: 2010 – 2017

Head of Colleague Talent & Development: January 2014 - March 2017

Scope:

A leadership role responsible for strategic and operational talent management, including:

- Workforce Planning
- Employee Engagement
- Resourcing & Talent Acquisition
- Retention
- High Potential Development
- Training
- Strategic lead on designing, developing and embedding values & behaviors across the organisation, including employees and volunteer Councilors
- Project leader for organisational development and change management

Achievements:

- Developed, launched and embedded new organisational values and behaviours
- Led major change project including current state analysis, facilitating the design process, project management of implementation & evaluation
- Introduced direct hiring model and reduced recruitment costs by over 40%
- Built workforce of casual workers reducing the need for agency temps by over 70%
- Nurtured partnerships with search and contingent agencies to secure challenging hires
- Launched new performance review process linked to variable compensation scheme
- Implemented “Raising the Bar” management development programme
- Implemented updated pay and grading system using Hay model
- Delivered new approach to engagement using surveys, focus groups, and an employee action team
- Achieved increase in scores on 75% of engagement questions between year 1 and year 2
- Launched business & sport mentoring programme to develop female talent
- Introduced 70:20:10 model for development, enabling on-the-job learning and better sharing of skills
- Re-designing resourcing approach: including employer branding, competency frameworks, assessments, selection approaches and on-boarding
- Implementing workforce planning & succession planning processes
- Delivered bespoke programmes for high potential employees

Learning & Development Manager: October 2010 - January 2014

Scope:

A business partner role that was newly created in the organisation. Created the learning and development function from scratch for c.300 employees. Responsible for HR and Organisational Development project management.

Achievements:

- Implemented new core HRIS and applicant tracking system for recruitment
- Developed and implemented new framework for talent identification
- Developed and delivered an online managers portal
- Coached leadership team to deliver with excellence
- Introduced DISC & Emotional Intelligence (EQ) profiling for development of leaders

Crown Prosecution Service (CPS) | Public Sector December: 2008 – September 2010 Interim

Head of Group Operations Centre: November 2009 - September 2010

Scope:

Member of the group strategy board and operational management of shared services function including: HR; Finance; Management Information; Communications; Equality, Diversity & Inclusion; and Facilities, Health & Safety.

Achievements:

- Implemented new approach to strategic workforce planning - ensuring reduction in staff costs
- Developed and delivered bespoke leadership development approach for Group Strategy Board
- Winner of annual award for innovation

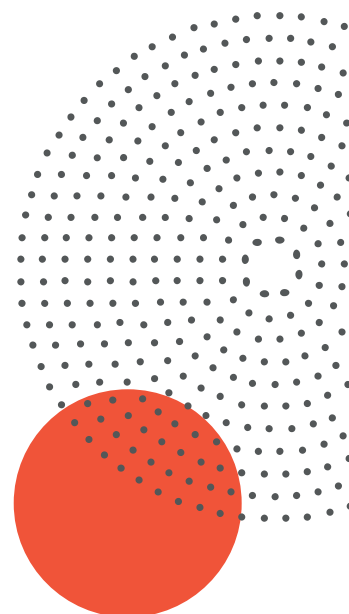
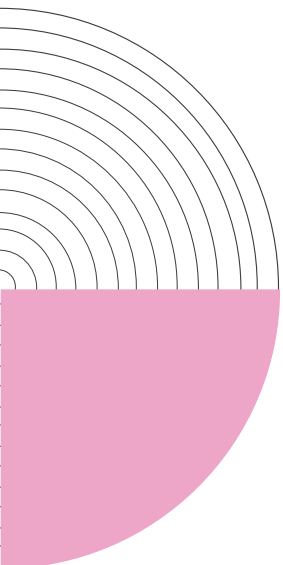
Group Learning Partner: December 2008 – October 2009

Scope:

A learning and development focused business partner role, supporting a regional group of c.500 employees ranging from senior prosecuting lawyers, to operational managers and administrators.

Achievements:

- Secured funding & delivered leadership development programme for lawyers and managers
- Created a staff development council to develop employee engagement initiatives
- Managed provider relationships to ensure value for money and ROI



Invesco Perpetual | Global Investment Managers: November 2003 – November 2008

Team Leader: December 2006 – November 2008

Scope:

Operational management role with 20 direct reports with additional role as a transformation project manager.

Achievements:

- Proposed new delivery structure, secured COO approval for £1m business transformation programme
- Improved SLA achievement by 20% as a result of changes
- Redesigned and launched new recruitment processes to recruit against values & competencies

Performance & Development Coach: April 2005 – December 2006

Scope:

A performance development coaching role with development project responsibilities. Advised on talent identification and development.

Achievements:

- Designed pay for performance framework linked to competencies, KPIs & behaviours
- Coached colleagues and managers and increased quality increasing scores by c.15%
- Delivered values development training programme
- Introduced new Variable Compensation scheme
- Designed future leaders programme for High Potential colleagues

Quality Advisor: June 2004 – April 2005

Scope:

A performance assessment, performance coaching and business process improvement role.

Achievements:

- Introduced "You're a Star" reward & recognition scheme
- Facilitated "Delivering Your Value" training programme to improve quality of service provided
- Ensured service was compliant with regulatory (FCA) requirements

Client Services Executive: November 2003 – June 2004

A customer service role working in volume contact centre advising high net worth investors & financial advisers.

Early Career: Pre 2003

- Various roles in retail – from the sales assistant to store management in Clarks Shoe Shops

