



Gemma Hogan

Consultant & Executive Coach

Contact Details

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Credentials

- FCIPD
- Post-graduate Diploma in Personnel Management
- WAVES Professional Coaching Training
- Post-graduate Certificate in Professional Coaching (merit)
- Level 3 Award in Education & Training
- DISC Personality Profile Practitioner
- Strengths Profile Practitioner
- RocheMartin ECR / 360 (EI) Practitioner

Specialisms

- Organisational Design & Development
- Change Management
- Talent Management
- Leadership Development
- 1:1 & Coaching Programmes



About Me

I help ambitious individuals and forward-thinking organisations navigate change, build clarity, confidence and leadership capability - creating lasting personal and professional growth.

Across my career I have operated at HRBP, HR Director and independent Consultant level, partnering with C-suite, Boards and senior leadership teams during periods of growth, integration, turnaround and transformation.

My work consistently sits at the intersection of organisational design, talent, leadership capability, culture and change. I bring a strong commercial mindset, credibility with senior stakeholders and the ability to move from strategy to delivery without losing momentum.

Instead of trying to solve the same problems repeatedly, you'll have a strategy and structure your people can actually follow.

Client Projects

Talenta Ltd – Founder

Provision of consultancy services, training & facilitation, 1:1 & group coaching programmes.

Key projects, with end-to-end project management, include:



Designed and co-delivered a Women in Leadership Programme for aspiring leaders, strengthening leadership pipeline.



Delivered 1-2-1 coaching for trainee GPs & Consultants, improving confidence, resilience, and workplace performance.



Developed a group L&D function & strategy; launched a Management & Leadership Excellence programme; led cultural integration across acquisitions.



Designed and implemented a bespoke technical competency framework across multiple divisions.



Implemented a technical competency framework (SFIA) for the IT & Technology function, including training change champions & managers.



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Professional Experience

Corndel: Professional Development Expert / Coach
Education & Training Services

- Tutor, Coach & Mentor - Level 7 Strategic People Professional Apprenticeship

Office Depot: HR Director / Head of Talent Strategy & Engagement
Office Supplies, Business Products & Services

Strategic HR lead for senior business leaders - Sales / Operations & Customer Service European functions.

Notable achievements:

- Developed and executed a Group Talent strategy aligned with business goals
- Partnered with senior leaders to forecast workforce needs and design succession planning programmes
- Led functional change management programmes during periods of transformation
- Led / supported key HR projects (employee engagement / Talent Acquisition strategy / Workday vendor selection & Talent workstream lead / European mentoring programme / Korn Ferry competency framework implementation)

Emerson Process Management: HR Business Partner
Global Engineering & Automation

HR country lead for UK&I Sales & Marketing / European Strategic Sales, Marketing & Finance leaders.

Notable achievements:

- Successful concept, design and implementation of national talent development programmes to support organisational growth, build talent pipelines and succession
 - **Business Academy** for aspiring and new leaders
 - **Graduate Technical Sales programme** to develop dual sales & engineering capability
- 100% retention & tangible career advancements, subsequently implemented into Europe

Client Testimonials ★★★★★



*"I have been very lucky to work with Gemma over the last year. She has supported me and my People/ HR team in developing a top class **Management & Leadership Excellence programme** that has engaged both our current and aspiring managers to improve and develop their skills and learn how to get the best out of their people."*

Gemma's drive, enthusiasm and expertise in launching this has been invaluable and I am sure it will continue to be a highly credible and supportive programme that no doubt impacts business performance positively.

Thank you Gemma we couldn't have done it without you!"

Group People Director -
WCS Group (Marlowe Environmental Services)



*"Gemma did a fantastic job implementing career pathways and the **SFIA Framework** for Drax **IT function**. She hit the ground running very quickly and worked exceptionally hard to deliver this project in a challenging timescale."*

I can highly recommend Gemma who was exceptionally strong in:

- *translating the brief and getting to grips quickly with the technicalities*
- *project and programme management*
- *building key relationships quickly & collaborating*
- *creativity - in identifying and appointing champions and delivering engaging workshops"*

SVP People & Business Services -
Drax