

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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Client Testimonials

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"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)**

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"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**

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