



Gemma Hogan

Consultant & Coach

Contact Details

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Certification / Education

- Strengths Profile Practitioner
- DISC Personality Profile Practitioner
- RocheMartin ECR / 360 (EI) Practitioner
- Master Practitioner - Neurolinguistic Programming, Time Line Therapy, Hypnosis & Coaching
- Level 3 Award in Education & Training
- Post-graduate Certificate in Professional Coaching (merit)
- Post-graduate Diploma in Personnel Management
- BA - Marketing & Human Resource Management

Coaching Specialisms

- Career Development
- Leadership Development
- Navigating Change
- Imposter Syndrome
- Human Resources

About Me

Highly experienced Strategic People Leader (HR, OD, Talent, L&D) and Executive Coach with a demonstrable record of successful design and delivery of key strategic people programmes and initiatives. Proven expertise in transforming organisational performance through leadership development, cultural change, and innovative talent solutions. Skilled at building leadership capability and guiding senior teams through complexity and transformation.

Client Projects

Talenta Ltd – Founder & Director

(Apr 2019 – Present)

Providing consultancy in Talent, L&D, OD and HR to enhance business performance and leadership capability for clients. Key projects include:

- **Confetti Institute of Creative Technologies (Nottingham Trent University)** - designed and delivered a Women in Leadership Programme for aspiring leaders, strengthening leadership pipeline.
- **NHS England East Midlands** - delivered 1-2-1 coaching for trainee GPs and Specialists, improving confidence, resilience, and workplace performance.
- **Marlowe Environmental Services** - developed a group-wide L&D strategy; launched Management & Leadership Excellence programme; led cultural integration across acquisitions.
- **Her Majesty's Coast Guard** - designed and implemented a bespoke technical competency framework across multiple divisions.
- **Drax Group** - implemented an IT competency framework (SFIA), including project management, comms planning, and workshop facilitation, for the IT & Technology division.



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Professional Experience

Corndel - Professional Development Expert

- Tutor & Coach - Level 7 Strategic People Professional Apprenticeship

Office Depot - HR Director / Head of Talent Strategy & Engagement (*Senior HRBP / HRBP*)

- Delivered a European Talent Strategy & Mentoring Programme for high potentials; addressing critical capability gaps and succession needs
- Implemented a competency framework & 360 tool (Korn Ferry)
- Delivered a Talent Acquisition strategy, strengthening employer brand and candidate journey
- HRIS (Workday) Talent & Performance Workstream Lead
- Introduced Sales capability improvement tool leading to better workforce planning, targeted coaching, and efficiency gains for the European Contract business
- Evaluated & re-mapped Sales competency profiles across UK&I, Benelux / Dach regions to better meet future requirements
- Key stakeholder in organisational re-design for UK&I Sales function structure including consolidating data insights for new private equity owner and coaching the senior leadership team through the extensive change programme

Emerson Process Management - HRBP

- Delivered a national Talent Development Programme (Business Academy); reduced succession planning gaps and accelerated progression of high potentials
- Delivered a national Graduate Technical Sales Programme to address talent shortages; achieved 100% retention rate in the first 2 years

Oval Ltd - Regional HR Manager

Grant Thornton UK LLP - HR Officer

Arla Foods - HR Officer

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 and 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!"

Jennifer Jennings, 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 "

Claire Bearcroft, SVP People & Business Services - Drax