



## Gary Parkin

Gary is a result driven, strategy focused and internationally experienced senior HR specialist holding specific passions for talent and leadership development. With a track record of excellence in delivering complex strategic projects and leading culturally diverse teams within regional and global contexts, Gary has achieved 25+ years of highly acclaimed HR related results year on year in Financial Industries, Professional Services and FMCG.

He has a proven ability to conceptualise and translate business strategy into workable and understandable objectives, which have motivated colleagues and delighted his clients. Most roles he has occupied involve the Board where he operates with the highest level of integrity as a collaborative HR thought leader underpinning deep experience with an operational hand on approach.

He fundamentally believes in the boundless value a motivated, engaged and empowered individual can contribute.

### Examples of Recent Assignments

**BESPOKE COACH PROGRAMMES:** Gary leveraged and shared deep experience and knowledge gained to successfully implement programmes across the UK, South Africa, Saudi Arabia, Bahrain, Turkey, Israel, Ukraine and Russia. Projects were bespoke internal capacity building programmes with emphasis on enhanced conversations around performance, a focus on solutions and programmes that lead to positive culture change. The programme he designed and implemented was recognised as global best practice within Kimberly Clark.

**TALENT MANAGEMENT SOLUTIONS:** Gary conceptualised, developed and embedded high value talent management solutions and processes globally for Credit Suisse and specific to the MEA region for Accenture and Kimberly Clark. He established a regional learning academy developing and implementing tiered leader programmes and functional training frameworks. He also established regional and national talent pipelines managing and integrating national, regional and global succession plans. Taking under his wing he directed learning paths for the top 30 regional leaders. Within Kimberly Clark, Gary implemented talent reviews at regional and national levels, achieving success through the identification of critical roles and associated talent review processes.

**FACILITATION:** Gary is a highly-experienced facilitator of learning with a natural style and has led many programmes internationally. He is also qualified to run Development Dimensions International (DDI) Business Impact Leadership: Mid-level Series and Interaction Management series.

### Contact

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## Business Experience

With over 25 years in the Human Resources arena, Gary has developed significant depth and range of experience spanning multiple industries including mining, management consulting, banking and FMCG. He has worked for blue chip organisations such as Kimberly-Clark, Anglo American, Accenture and Credit Suisse. Utilising his tertiary qualifications, his experience as a consultant and learning from senior roles, he has developed deep technical expertise around talent management, leadership development and coaching across multi-regional environments including the UK, Europe, the Middle East and Africa.

Gary contributes substantial knowledge and experience which is client and solution focussed. A key strength lies in his ability to lead and manage people ensuring organisational strategy is realised throughout talent management, coaching, training and development. He achieves results through developing and maintaining relationships from board to junior level, when combined with his entrepreneurial nature, his drive for valuable outcomes and hands on approach leads to tangible business results.

Gary has particular passions for coaching and workplaces where individuals and teams are able to 'make a difference', ensuring synergistic impact as both the organisation and individuals realise full potential. It is this focus and passion for people and results that enables him to continue to drive thought leadership within the talent management arena.

## Training, Qualifications and Accreditations

Gary is a registered Co-Active Coach through The Coach Training Institute in California, he has a Master's in Business Leadership with the University of South Africa and a Bachelor of Commerce Degree from Rhodes University. Gary is Hogan certified and is also qualified to facilitate mid and senior level DDI leader programmes.

## Personal Philosophy

*"Helping people reach their full potential and 'make a difference' is paramount to me and I am eager to support, share, teach and partner with individuals and teams to achieve this."*

When it comes to 'making a difference' and achieving successful outcomes, Gary believes coaching provides the space for issues to be resolved and for lives to be lived!

## Other Interests

Gary loves spending time with family and friends, typically spending time outdoors whether that be skiing in the mountains, walking through botanical gardens or a laughter filled get together at home with wonderful food.