

Cambridge HR Solutions Limited

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Capability Statement – Assheton Bogg

Education: BSc Management Sciences 2.1, UMIST

Expertise: Employment Law and Employee Relations
HR Operations, Processes and Administration
Compensation and Benefits
Organisation Design and Change Management
Project Management, Implementation and Evaluation
Psychometric Testing

Profile:

Assheton is a highly experienced HR consultant and practitioner with over 25 years of employee relations, organisation design and change management expertise gained within major UK PLCs and blue-chip multinational consultancy and professional service organisations.

He has spent the last ten years building on, and sharing this expertise with SMEs by advising them on the full range of HR issues they typically face.

Selected HRM Experience:

2004 to date: As founder and **Managing Director** of Cambridge HR Solutions Ltd (www.cambridge-hr.com), Assheton provides outsourced HR services to SMEs in the Cambridge area and undertakes ad hoc HR projects for clients throughout the UK (and occasionally overseas).

He has recently:

- Devised a set of organisation design principles for a major UK insurance and financial services plc which allowed it to determine its fitness for purpose in terms of overall headcount, spans of control, employment costs, locations and organisation capability.
- Reviewed and revised a job evaluation scheme for a major Cambridge employer.
- Completed a review of pay and bonus schemes for sales and non-sales staff for a major engineering firm.
- Provided employee relations advice, and represented a security firm at an employment tribunal.
- Developed HR strategies and operational plans for start-up and expanding SMEs.
- Reviewed organisation structures and implemented complex change programmes including downsizing and redundancies.
- Revised and implemented changes to main terms and conditions of employment and HR policies and procedures for several SMEs.

He is an **Associate** of Atos Consulting (formally KPMG), Adam Smith International, Coffey International and Particip GmbH and retained as one of their organisation design and HRM change management specialists:

- He has just completed a review of HR capability at national, provincial and local level for the government of South Africa.

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- In 2008 he completed a 4½ year £5m transformation and HR change programme in Jamaica. Reporting to a London-based Director he had full responsibility for delivering substantial organisational, cultural and HR change throughout this 12,000 employee organisation.

Prior to this Assheton held a number of senior HR appointments with major companies in the UK:

2001 to 2003: International HR Manager (Europe and Middle East), Prudential Financial Inc.

During this time he:

- Successfully led a team of HR professionals supporting 500 investment managers and administrative staff across ten jurisdictions.
- Undertook a review of performance management systems and strengthened the link between performance, reward and business strategy.

1999 to 2001: Head of HR Operations, Clifford Chance LLP.

He managed a team of 20 HR staff delivering compensation, benefits, HR information systems (PeopleSoft), payroll and pensions services to 3,500 lawyers and support staff.

1995 to 1999: Senior Consultant, KPMG's London, and later, international practice.

Assheton led a number of medium- to long-term client engagements in the UK, Southern Africa, the Caribbean and Middle East.

He:

- Advised City-based clients across several business sectors on the full range of pay and reward issues including compensation strategies, salary surveys and incentive plans.
- Led the strategic review, transformation and merger of two agencies in Jamaica.
- Advised the Eurofighter senior management team on the implementation of new business processes.
- Designed and implemented new grade, pay and benefits structures for an organisation employing 30,000 staff in Southern Africa.

1992 to 1995: Policy Development Manager, Britvic Soft Drinks.

He developed compensation, benefits and HR policies for 5,200 professional and unionised manufacturing staff, introduced new pay and grading structures, and implemented profit related pay.

1987 to 1992: HR Manager, Tesco Stores Ltd.

He was responsible for providing a full HR service to the Logistics Division, and was later promoted to the roles of Training and Development Manager, and then Compensation and Benefits Manager.