



Tim Haynes

www.linkedin.com/in/timphaynes/

tim@qq-OD.com

+44 7713640094

Tim is an accomplished data-driven Organisational Design & Development leader with close to three decades of experience in FTSE Top 10 as well as high-growth global companies. He has a distinctive ability to generate fresh insights and perspectives on organisational matters by combining both quantitative and qualitative people and organisational data to deliver lasting results.

He is a skilled consultant, group facilitator, coach, and team leader. Having lived and worked internationally he understands cultural differences, especially across the USA and Europe. His facilitative approach quickly builds trust and psychologically safe relationships with stakeholders enabling him to work effectively at all levels of an organisation from the shopfloor to the C-Suite. He is naturally curious and inquisitive and pays particular attention to the quality of dialogue and conversations that take place between individuals and groups in organisations.

Tim has operated as a consultant and leader on numerous major change efforts over the years including organisational integrations post M&A activity, operating model / organisational design and implementation, culture change, and leadership / organisational capability development. Being well versed in organisational change and development concepts and methodologies from both academia and professional experience, he will always take a pragmatic, business-focused approach. Over the years he has also made significant contributions as a functional HR Leader and has successfully built and led several high-performing Centres of Expertise (COEs) including a new People Data & Analytics COE in GSK and a new People & Culture COE in Jazz Pharmaceuticals. He has diverse expertise across a broad range of HR activities including OD & Change, People Data & Analytics, Employee Experience and Engagement, Leadership Development, and Talent Management.

Tim holds a BSc degree in Management Science from Warwick Business School, a Post Graduate Diploma in Human Resource Management from Napier University, and an MSc in Organisational Consulting from Ashridge. He is a Fellow of the Chartered Institute of Personnel & Development (FCIPD), has been a Judge on the annual CIPD People Management Awards, and is an active member of both the Organisation Development Network Europe (ODNE) and European Organisational Design Forum (EODF).