

strategic leadership



senior interim management case study

The Client

NHS East of England outlined the requirement for senior HR interim and consultancy support and decided to commission the services of an experienced HR consultant who could fulfil most of the role of the Head of HR at the SHA.

The Requirement

The purpose of the Interim HR Placement was to provide strategic leadership, working with the 42 HR Directors across NHS East of England, to develop HR capacity and capability and ensure that the strategic programmes were delivered.

Internally, the aim is to ensure that the HR service was developed to provide a high quality service in line with best practice standards, that the SHA operates as an exemplar employer and that the HR department structure is fit for purpose for the future.

The Solution

Zenon's Managing Director, Julia Tybura, provided this high level support, part time for 6 months. She was supported by some associates who had specific expertise around ESR, personal branding, presentation skills, reputation management and training needs analysis.

In both external and internal contexts, she created an environment that was challenging and

supportive, acted as a catalyst, in terms of culture and behaviour change, and ensured that actions were seen through to final conclusion. She also provided a coaching approach which allowed free flow of ideas, serendipitous development and an iterative yet challenging work programme.

The Results

The HR structure and staffing at the SHA was reviewed and new roles designed so that the internal HR function was repositioned positively within the SHA and in the wider HR community. These new roles will support the SHA in delivering their aspirations, strategy and programmes, vision and plans.

Julia re-invigorated the relationship between the SHA and the HRD network and project managed the HR capacity and capability steering group to confirm focus and direction.

Strategic alliances have been developed between the SHA, the CIPD, commercial sector leadership development leads and leading business schools in order to develop HR capacity and capability across the East of England.



Julia Tybura, Managing Director



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