



Jennifer Bowden Chartered FCIPD MInstLM

Consultant

Jennifer is an human resource management expert as well as a skilled coach, consultant and business woman. She is an energetic, proactive HR generalist with significant experience of Human Resource Management as a line manager, trainer and developer. Jennifer uses HR systems and processes to deliver organisational strategy and has considerable line operational experience having moved from sales management into HR and a successful career as a business person.

Jennifer's approach is to work with individuals and organisations to improve personal and business effectiveness through greater knowledge, awareness and clear direction. A significant focus is on managing effective and sustainable strategic change. Either working with an in-house team or with an outsourced team, results are achieved through winning the hearts and minds of the staff whilst maintaining the overall goals. More recently she has focussed on Disciplinary and Grievance policies and has carried out investigations and teaching others too.

Recent projects cover:

- Change management programme
- Workplace investigations, hearings and appeals
- Development and implementation of Competency Frameworks
- Managing performance projects including Programme Director for a level 3 Certificate in Leadership and Management through ILM
- Corporate communications
- Coaching

Jennifer's last corporate role was as Director of Group Human Resources at Tiphook plc from 1986 - 1991. Her main responsibility was to the Board for all policy issues regarding Human Resource Management and ensuring that the Organisation complied with statutory requirements on a global basis. This was a time of rapid growth in Tiphook. In 1986 there were 400 employees worldwide and the turnover was £28m. In 1991 the headcount was 1,000 and the turnover £303m. Managing change during this period played a major part in the company's Human Resource strategy.

In 1992 she set up Human Resource Solutions, her own consultancy which was sold in 2005.

Other experience gained as:

- Executive and Non-Executive Directorships.
- School and College Governor roles in the State and Private sector.
- Chairman and Board member of the West Kent Chamber of Commerce and Industry
- Vice Chairman of City Women's Network.
- Vice Chair Kent Branch of CIPD

Memberships and Professional Qualifications:

- Fellow of the Chartered Institute of Personnel Development
- Member of The Institute of Leadership and Management
- Member of British Psychology Society
- Level A Psychometric testing qualification from the British Psychology Society
- Certificates in Life Coaching

Jennifer is married, lives in East Sussex and enjoys family, friends, cooking, reading, theatre, personal development and for a bit of light relief, motor sport.

Contact Jennifer on jennifer@edenhrconsulting.com