Rod Horrocks

**Change Management and Transformation Consultant**

**Personal Profile**

I am an enthusiastic individual who loves the challenge of introducing change to a business and gaining the trust of senior executives and staff alike to review their business processes and how they impact business performance.

I am business process focused and enjoy introducing new concepts and ways of working; such as the use of dynamic business process modelling to solve problems associated with transformation programs and the application of Robotic Process Automation using AI techniques. I am passionate about leaving a legacy of new skills to sustain business improvements going forward.

I have always been part of the sales process; whether leading it or providing the business transformation experience. I am a confident speaker and passionate about the business benefits of transformation in all aspects from streamlining to automation.

**Experience - Sales**

**Business Transformation**

* Lead the presentation and sale of transformation programmes in Hanover RE, Munich RE and Medical Protection Society
* Sold transformation programmes in a number of OEM car manufacturers
* Supported the internal selling of a transformation programme within a major Oil & Gas supply major

**Business Transformation – Systems-led**

* Sold a number of systems-led business transformation programmes to SME’s including a number in the Netherlands
* Supported the sales of EOI-led programmes with European banks such a ABN with change management skills and experience

**Experience - Implementation**

B**usiness Transformation**

* As part of a number of ERP implementations transformation of business through business process and organisational change in functional areas including
	+ Finance
	+ HR
	+ Sales and Marketing
	+ Project Management
	+ Manufacturing
	+ Supply Chain Management
	+ Product design and development
* As part of a ‘lean’ initiative improving existing processes in both private and public sector including the NHS, Prison Service and Local Government

**Business Process Outsourcing**

* Defining both the target and source processes in functional areas including
	+ Finance AP and AR
	+ Procurement
	+ HR
* Sectors such as Oil and Gas and Automotive

**Shared Services**

* Defining both the target and source processes in functional areas including
	+ Finance AP and AR
	+ Planning
	+ Sales and Marketing
	+ Procurement
	+ HR
* Services such as security printing, automotive and Oil and Gas

**Change Management**

* Supporting and delivering change management programmes that cover
	+ Stakeholder Management
	+ Organisational Design
	+ Business Process Re-engineering
	+ Lean Thinking and tools
	+ Customer Experience based design
	+ Coaching and Mentoring
	+ Business Benefit Assessment
	+ Impact Assessment

**Skills**

**Programme and Project Management**

* Development of complex timelines and milestone driven plans using a number of project management tools
* Development of dashboards to report progress
* Overseen teams to collect and analyse data from transformation teams
* Build transformation teams

**Business Process Management**

* Process Modeling
* Lean Analysis
* Job/Task Analysis
* Business management systems

**Performance Measurement**

* Balanced Scorecards
* KPI’s

**Change Management**

* Stakeholder Management
* Communications
* Workshop Facilitation
* Mentoring