



# TAMMY TANSLEY

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## SENIOR HUMAN RESOURCES PRACTITIONER SPECIALIZING IN LEADERSHIP, CHANGE, CULTURE, IR AND OD

Tammy has over 25 years of experience across a range of organisations and sectors including fast moving consumer goods, distribution and public sector.

Her background is unique in that it includes Workplace and Industrial Relations, Organisational Development & Change, and HR Business Partner responsibility.

Tammy has worked extensively with executive teams across Western Australia, Australia, New Zealand and the UK, in both specialist and senior business partner roles. These roles have required significant organisational influencing at all levels of the organisation and the introduction of change into large and complex organisations.

### EXPERTISE

- IR management and negotiation with unions
- EA negotiation
- Development and implementation of Workplace Relations Strategy
- Change management to support business and cultural change
- Harassment and bullying investigations
- Developing vision, strategy and supporting organisation development & design
- High Performing Team development, design and coaching
- Organisation wide downsize, restructures, insourcing & outsourcing
- Due Diligence: merger and acquisition & integration
- Development and implementation of end to end people platforms
- Engagement, retention and attendance strategies
- Individual coaching and support

### EXAMPLES OF ACHIEVEMENTS

- Key lead in an OD & cultural change programmes within Royal Mail resulting in saving of \$240million in year one
- HR Lead for \$50million organisational efficiency programme
- Key HR advisor and lead on multiple insourcing, outsourcing & organisational restructuring projects
- Key HR lead on multiple strategically sensitive M&A projects
- Development and implementation of Workplace Relations Strategy resulting in significantly better negotiated outcomes and higher employee productivity and manager engagement
- Design and implementation High Performing Team Model to align matrix structure with business goals
- Design of coaching interventions to support two leadership teams (each with 5,000 employees)

### CAREER SUMMARY

- Current - Director – Help Me HR
- Current - Principal – Tammy Tansley Consulting
- 2006-2010 - Fonterra – Manager, Organisational Development & Workplace Relations (ANZ)
- 2006 - Commonwealth Games – Workforce Manager
- 2004-2006 - Royal Mail Letters (UK) – National Employee Relations Manager (UK)
- 2003- CIPD (UK) – Project Manager
- 1996 – 2003 - National Foods (Lion) – National Employee Relations Manager & Human Resources Manager Vic/Tas & WA
- 1993-1996 - Health Department of WA – Industrial Officer & Executive Officer for Nurses' Pay Dispute
- 1992 - Edith Cowan University – HR Officer

### CURRENT AND RECENT PROJECTS

- Coaching of senior leaders in a number of diverse organisations
- Mentoring HR Managers within two organisations
- Development and implementation of cultural change management programme for an iconic WA business
- Development of people practices and cultural change programme for Not for Profit (WA)
- Development of high performing team programme for Oil and Gas sector
- Review of structure and people capability to support strategy and vision for a key WA NFP
- Development of employee opinion survey strategy for WA engineering company
- Development and implementation of people practices platform for fast growing services company (WA)
- End to end development of people and change platform for financial services company (WA)

### BOOKS

- Enterprise Agreements – Made Easy (2016)
- Do What You Say You'll Do (2015)

### PROFESSIONAL

- Board Member – Bridging the Gap
- Judge – Telstra Business Womens' Awards 2011-
- Judge – Telstra Business Awards 2015-
- Member of AHRI, IRSV & IRS WA
- Ambassador – Mental Health Check In

### PUBLICATIONS

- Sunday Times and Perth Now Columnist
- Wide range of published articles in HC Online, HR Director, Human Capital and other publications.
- See: <https://www.tammytansley.com.au/in-the-media/>

### QUALIFICATIONS

- Curtin University – Bachelor of Business (HRM and Industrial Advocacy)
- Charles Sturt University – Grad Cert in Coaching and Leadership
- IECL Coaching Qualified
- PROSCI Change Management Qualified
- HBDI and Extended Disc Qualified
- Lominger Leadership & Team Architect Qualified
- University of Penn – Foundations of Positive Psychology