

## CONSULTANT PROFILE

Alan D Elsegood BA (Hons) CharteredFCIPD MCMI

### Qualifications

Initially trained in Accountancy, Law and Economics to HNC.  
BA (Hons) Economics & Sociology, University of Leeds.  
Post-Graduate Diploma in Personnel Management.  
Chartered Fellow of the Chartered Institute of Personnel & Development.  
Member of the Chartered Management Institute.

### Professional Experience

Via a fast-track Management Development programme in the Electricity Supply Industry to Section Supervisor positions in the Administration Dept., then the Technical Statistics, Regional Planning and Regional Personnel Depts. Winner of an Electricity Industry National Scholarship. Post-graduation, appointed Project Manager during reorganisation. Total of 7 years in the nationalised electricity supply industry. Joined The Darchem Group as Company Personnel Manager in the chemicals and engineering industry with the emphasis on productivity and health & safety, (5 years). Thence to Bowater in the print and packaging industry as Personnel Manager with the emphasis on industrial relations, (3 years). Joined Lex Service Group in motor vehicles and mechanical handling as Regional (later Divisional) Personnel Manager, (3 years). Appointed Group Personnel Manager with Board level responsibilities for all HR activities within Moores Furniture Group (for 3 years). Launched into HR Consultancy in 1984. Co-founder/Joint MD of Business Technology Training Group (4 companies in Human Resources consultancy, recruitment, training and systems development) for 6 years. Following acquisition, appointed Regional Director, Beverley Group. Opened Yorkshire Employment Services Ltd. (YES) in 1992 as MD and then established YES Selection Ltd., and YES Human Resources Ltd. as specialist HR recruitment and consultancy services companies with a national client-base. Closed the companies in 2008 as part of transition to self-employment and reduced tax and admin implications.

### Other experience

CIPD Branch and Regional Committee Member for 12 years.  
Chairman, CIPD Leeds & Mid-Yorkshire Branch for 2 years.  
Established the Senior Executives' Group of the CIPD in Yorkshire.  
Coordinator, Action for Cities programme and initiatives, Bradford (an initiative to bring disadvantaged groups and individuals into employment)  
Co-developer of an expert systems software package for personnel and training management applications.  
Lecturer in Human Resources Management at Leeds Metropolitan University and Dewsbury College and (for 3 years) External Examiner on the CIPD programmes offered at Leeds Metropolitan University.

### Specialist skills

Redundancy and new career counselling.  
Designer/provider of rehabilitation and re-training programmes.  
Registered user of psychometric tests.  
Trained user/assessor of the Hay Job Evaluation methodology.  
Expert Witness in civil litigation (Personal Injury cases) – author of over 1,800 Employment Reports.

### Synopsis

Practical experience of recruitment, selection and HR management, also employment policy and health & safety, in industry and commerce over a period of 30 years with experience in many types of industry/business, particularly as a Human Resources practitioner and Consultant.