



## Nick Holley

Director of CRF Learning & HR/Performance Strategist

*Voted the 5th most influential thinker in HR by Human Resource Magazine*

Nick Holley is a Visiting Professor at Henley Business School and Director CRF Learning. Nick has a unique background that combines experience as an army officer, ten years as a successful futures and foreign exchange broker with Merrill Lynch and sixteen years in senior organisational and leadership roles.

### TOPICS:

- HR Strategy
- What the Business Wants from HR
- HR Analytics and Big Data
- Building the Capability of the HR Function: HR Business Partnering, Leadership Development, Performance Management, Talent Management, Employee Engagement
- Building an Organisation's Strategic Capability: Strategy Implementation, Culture

### LANGUAGES:

He presents in English.

### IN DETAIL:

In the last ten years Nick has run his own consulting and coaching business, is Associate Director for Learning at CRF, a Visiting Professor at Henley Business School, and an associate faculty member of Duke Corporate Education the number one ranked provider of executive education in the US (FT rankings 2016). He has extensive experience researching and writing about key trends in HR (he was voted the fifth most influential thinker in HR), but his work with major global businesses and his background in senior HR roles gives him a highly focused commercial and practical outlook on HR. He also runs his own HR performance consultancy and provides 1 to 1 coaching for a number of senior leaders.

### WHAT HE OFFERS YOU:

Nick has been involved in creating and managing large scale organisational change, leadership and people development programmes and performance and talent management processes and systems but his real expertise lies in embedding them in day to day operations. Most organisations have great strategies but fail to deliver them. Nick understands the theory but combines this with a proven ability to deliver and sustain them in highly complex organisations.

### HOW HE PRESENTS:

Nick has the ability to turn solid 'academic' insights into practical and workable solutions and in his engaging, humorous and pragmatic presentations, he always energises and enriches his audience.