

# About Jon Ingham

Strategic Dynamics  
Consultancy Services Ltd



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[www.strategic-hcm.com](http://www.strategic-hcm.com)

# Biography

Jon Ingham graduated from Imperial College, London in 1987 and joined Andersen Consulting (now Accenture) as a systems development consultant. After six years in IT and change management consultancy, John left to form Strategic Dynamics before joining Ernst & Young as HR Director for UK Audit and then for all service areas in the CIS (former Soviet Union).



More recently, Jon has also worked at Director level for Penna and Buck Consultants, the HR consultancy arm of top three business process / HR outsourcing firm ACS.

Jon has a BA in Psychology, a Masters in Engineering and an MBA. He is a Member of the BPS, a Chartered Fellow of the CIPD, a Fellow of the RSA and a Certified Management Consultant.



# Researching

Jon has conducted a large number of workforce focused research studies, and is currently a part-time research associate for Learning Light, a non-profit organisation which advises businesses on the strategic use of learning technologies.

These studies include both in-company and cross-organisation research projects.

In-company studies include a global diagnosis of engineering processes at Ford. Other projects have focused on Investors in People, work-life balance, stress, engagement and culture.

Cross-organisation studies include research into HCM for Penna and a review of the Investors in People standard for IIP UK.



# Consulting

Jon has worked as a consultant for Andersen Consulting (now Accenture), as Head of HR Consulting for Penna (2001-05) and as Director, Human Capital Consulting for Buck Consultants, part of ACS (2006-07). Jon has also worked as an HR Director for Ernst & Young, in the UK and the former USSR (1997-2001).

Jon now consults independently through Strategic Dynamics. Jon's assignments have included:

- Developing management skills around performance management for 2000 managers at BT Global Services. This project led to EBIDTA/employee increasing by 45% over 6 months.
- Programme managing the merger of Thomson Holidays and Lunn Poly at TUI. The re-organisation reduced head office costs by £10m per year.

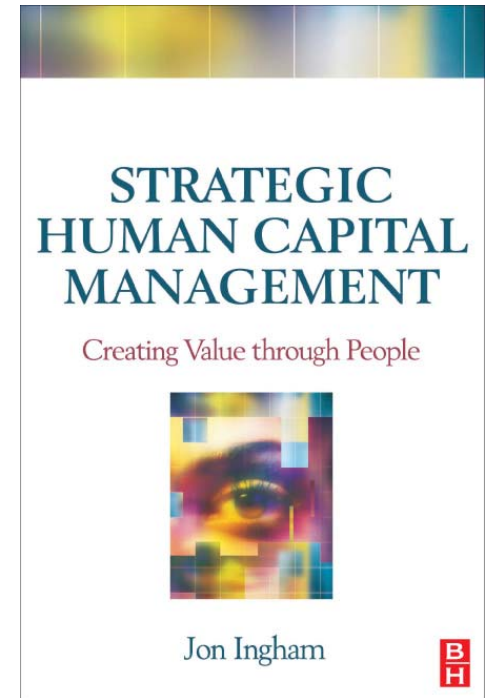


# Writing

Jon is the author of over 20 articles, published in various journals including Human Capital Magazine and Strategic HR Review.

Jon is also the author of a book: 'Strategic Human Capital Management: Creating Value through People', published by Butterworth Heinemann in 2006. The book features case studies from RBS, BT, Orange, Ernst & Young, BBC, the Cabinet Office and other leading organisations.

Jon also posts regularly on his human capital management blog, <http://strategic-hcm.blogspot.com>.



# Presenting

Jon is a popular and provocative speaker and course tutor on in-house and open programmes. He has also delivered courses in strategic management, change management and human resources to executive MBA students.

Jon is ready to present on various topics including human capital management; HR 2.0; social capital in business; re-engineering engagement and the use of psychology in managing change.

Jon's recent platforms include:

- Delivering workshops on talent and human capital in Singapore
- Presenting at the Indonesia Human Capital Forum, Jakarta
- Chairing and presenting at HR strategies in Banking, Dubai
- Chairing the CIPD's Talent Management conference
- Presenting on Global HR at HR.com's VIEW Mega Launch
- Delivering a keynote at InfoHRM's European Conference
- Presenting at the HR Forum on the Aurora.



# Contact Info

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## JON INGHAM'S STRATEGIC HUMAN CAPITAL MANAGEMENT (HCM) BLOG

STRATEGIC HUMAN CAPITAL MANAGEMENT (HCM) BLOG WELCOME

Thoughts on:

- human capital management (how organisations can create value through innovative people management), and;

- other related fields including HR measurement, talent management, HR function capability etc.

