

About Strategic Dynamics

Jon Ingham



strategic dynamics consultancy services ltd

www.strategic-hcm.com

Strategic Dynamics Consultancy Services

Strategic Dynamics was originally formed in 1995 and named after Ralph Stacey's 1993 book 'Strategic Management and Organisational Dynamics'. Our mission is to help organisational and individual clients successfully implement HR strategies in an environment of uncertainty and continual change.

Most recently, we have specialised in developing and implementing innovative Human Capital Management (HCM) strategies that extend beyond HR's current agenda. These strategies differentiate businesses from their competitors and help public / voluntary sector organisations transform their services.

In all of our work, we produce tangible and significant business outcomes by creating value in people management and development.



Jon Ingham Executive Consultant

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.



Sandra Harrison Senior Consultant

Sandra Harrison is a Communication Consultant.

Sandra has worked in HR, PR and Marketing, most recently at Senior Manager and Director level. Her experience is primarily in professional and business services.

Sandra has a BA and an MBA, is an NLP practitioner and is fluent in spoken and written French.

At Strategic Dynamics, Sandra focuses on internal and external surveys and communications; customer and employer branding; employee engagement and promoting HCM programmes to line managers and employees.



Consulting in Strategic & Organisational Dynamics

Strategic Dynamics' consultancy services recognise that people have their own perspectives, desires, thoughts and feelings. Even if people have objectives that are aligned with the business strategy and with each other, people interpret these objectives and make choices about achieving them in their own, and potentially irrational, ways. Individual differences between people are amplified in the non-linear interaction between them and this produces new and unexpected forms of behaviour.

In this environment of economic turbulence, partial ignorance and internal complexity, strategy itself is emergent, being created from chance events and cultural and political processes as well as by formal and deliberate planning. Strategic capability, or the ability to be strategic, becomes more important than the actual strategy at any point in time. And developing strategic capability is largely about enabling useful interaction between people.



Consulting in Strategic & Organisational Dynamics

(continued)

Strategic Dynamics can help managers and employees:

- Pay attention to the way they are participating within both formal and shadow conversations and the sort of future they are creating through this participation.
- Purposefully intervene in other conversations that are taking place to encourage and sponsor those interactions they believe could result in emergent strategies and to encourage their development.
- Ensure that the organisation environment supports high quality conversations.
- Influence the people who are employed or otherwise linked to the organisation to improve the nature of conversations that will be generated.



Consulting in Human Capital Management

HCM is much more than just a new name for HR. HCM is also much more than just a 'decision science' focused on measurement and benchmarking.

HCM is an evolving approach to creating value in an organisation based upon the capability of its people. HCM strategies are tightly aligned with a business' needs. They tend to be unique and innovative, going far beyond HR best practice. HCM programmes rely on excellent delivery and an appropriate approach to measurement. The resulting development of human capital helps transform the way that business is done and that service is provided. This delivers significant bottom-line benefits.

Our HCM services include the development of HR strategies, measurement systems, talent management programmes, employee value propositions and employer brands.



Support across the Employee Lifecycle

From his experience as a consultant and HR Director, Jon Ingham has experience and is able to support projects across the full employee life cycle.

Supported by our other consultants, Jon is able to support you to develop or improve your people management strategy, and then support you in whichever areas of HR are raised as most important.

Alternatively, we can get involved in working on a particular HR function and look at raising the strategic impact of this particular process.

All of work is supported by world class change and project management skills.



Contact Information

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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.

