



Julie Havard
Senior Consultant

Julie is an experienced and successful consultant working with major European and Global clients in designing, defining and delivering a wide range of development and organisational initiatives.

Julie's current client portfolio includes the successful roll-out of international programs for Shell, Sanofi-Aventis, Canon, 3i, Societe General, HBOS, Astra Zeneca, Fingleaves, Dell, MHRA and Standards Board for England.

Before establishing her own business in 1994 Julie held several line positions with Barclays Bank Plc. including sales, risk and operations. Her last role in Barclays was as HR and Training Manager where she was responsible for all HR functions as well as performance management, training and the management development of staff.

As an independent consultant for British Airways Julie developed staff affected and displaced by rationalisation and business process re-engineering. She also provided support and guidance to line managers in managing poor performers and 'people aspects' of managing change. This work included working with a very significant cultural mix.

Her strengths lie in Management development; Leadership, Performance management; Competencies, Executive coaching; Recruitment & selection, and assessment & development centres

She is an NLP Master Practitioner and qualified in Psychometric Testing levels 1 and 2 and Myers Briggs. She is qualified to degree level in accounting, economics and legal examinations with the Associated Chartered Institute of Bankers.