

# Ad van der Rest

BA Chartered FCIPD AIIM  
Interim Human Resources Director & Consultant

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## A career Human Resources Interim at Director level

- Adept at managing change, increasing the benefits and reducing the HR threats resulting from transitions, acquisitions, upsizing and downsizing.
- Skilled at implementing HR processes that reduce the risk and costs of employee conflict and grow the potential for improved employee contribution and morale.
- Successful in efficiently hiring key staff to meet business needs.
- Experienced in implementing Performance Management solutions that support the business and are straight-forward to use.
- Initiator of long-term stability through targeted learning and skills transfer.

**Sector expertise:** IT, Business Services, Finance and Retail  
UK and European coverage with UK and US companies

**HR Expertise:** HR shortage stabilisation and permanent re-hiring  
Change management, mergers and acquisition  
Employee Relations, recruitment and terminations  
Performance management process implementation and control  
Management Development and Coaching

**Skills and style:** Commercially focused with a 'can do' attitude  
Straight-forward communicator, both written and verbal  
Strong interpersonal skills that mobilise team effort  
Adept in English, European and US work cultures

## Interim Assignment Record

- Small assignments: Etrali UK & SunGard Systems 04/2008

## Interim UK HR Director, Affinon International Ltd 03/2007 – 01/2008

- Affinity Marketing organisation (US based) (550 UK, 1000 EU employees).
- Stabilised the UK HR function, previously without a lead UK HR role. Merged HR structure from 2 separate HR sites to 1 UK function.
- Brought uncontrolled 'pay-offs' from £200k p.a. to zero. Worked with management to promptly address performance issues.
- Hired critical gaps in Client Management (from 9/16 to 2/25 vacancies). Halved open headcount across the board (Specialist to Director level)
- Re-hired entire HR team in Head Office including a permanent HR Director.
- Initiated management development programmes (zero in the prior year).
- Initial 3 month assignment extended to 10 months.

## Career History

### European HR Manager, SunGard Financial Systems 10/2001 – 01/2007

- Successfully managed HR provision to 22 EMEA Business Units, at SunGard Europe for 5 years, managing HR Advisors & Administrators, and servicing 1,000 EMEA-based IT staff. Countries supported were Belgium, Denmark, France, Italy, Sweden, Switzerland and UK. Remote support given to Asia/Pacific, South Africa and US.
- Integrated acquisitions from due diligence stage, to employee and benefit harmonisation. Successfully managed 6 acquisitions (both TUPE and Stock deals) at SunGard ranging from 300 to 20 acquired employees.
- Terminated many dozens of people from Administrator to Director level. Carried out sensitive and legally precise termination processes for a range of terminations including sickness, redundancy, poor performance, probation and gross misconduct.
- Handled and responded to legal action, including unfair dismissal, sex and disability discrimination, and pay & bonus claims, including appeal processes up to tribunal.
- Successfully managed emergency implementation of a new HRIS System at SunGard when Payroll System provider gave notice of software failure.
- Handled and managed Benefit Administration., including the successful re-broking and replacement of the Pension Administrator and Medical brokers.
- Successfully implemented new Online Performance Management process for 2005 and 2006 Reviews in SunGard Europe to 2,000 employees.
- Renovated SunGard's Preferred Supplier process in 2002 with creation of a managers' Recruitment Toolkit. Used Psychometric tools to assess behavioural and skills criteria (McQuaig and MBTI).
- Successfully managed the web-enablement and implementation of SunGard's 'Career Portal', linked to StepStone's 'EasyCruit' web recruitment application.
- Managed and implemented development portfolio for management skills.

### UK HR Manager, Misys International Banking 05/1999 – 09/2001

- Financial software business (700 employees).
- Successfully managed UK HR provision at Misys International Banking Systems for 2 years, managing HR Managers, and Administrators.
- Misys pay process significantly improved. Managed SunGard Pay (£2.5m monthly).
- Personally conducted Management Development training for senior managers. A results-focused and motivational trainer to managers.
- Coached managers in best practice with regard to the management and development of their teams.

### Intranet Web Designer (Contract), Nortel Networks 02/1999 – 04/1999

- Designed and implemented Nortel's Marketing Intranet site.

## Training Manager, SITEL Corporation

09/1997 – 01/1999

- Successfully inducted multiple groups of new contract employees for Call Centre contracts. New contracts ranged from 150 to 10 new employees.
- Managed and implemented development portfolio for management skills.

## Career Summary

- 03/07–01/08: **Assignment 1: Interim UK HR Director, Affinion International**
- 10/01–01/07: **European HR Manager, SunGard Financial Systems**
- 05/99–09/01: **UK HR Manager, Misys International Banking**
- 02/99–04/99: **Intranet Web Designer (Contract), Nortel Networks**
- 09/97–01/99: **Training Manager, SITEL Corporation**
- 01/96–08/97: **Training and Safety Manager, MicroWarehouse**
- 11/94–10/95: **Regional HR Manager, Ladbrokes**
- 05/90–10/94: **Personnel & Training Officer, Ratners Group**
- 10/86–02/90: **Personnel & Training Officer, Woolworths**

## Professional Development

- 2008 Upgraded to Chartered Fellow CIPD
- 2008 Associate Member, Institute of Interim Management (AIIM)
- 2008 Interim Management Induction – Interim Management Association (IMA)
- 2007 Member, Professional Contractors Group (PCG)
- 1999 NLP Practitioner, Centre NLP, Bandler certified
- 1996 Chartered MCIPD, Graduated, Thames Valley University (Distinction)
- 1988 Leadership Programme: Henley Management College
- 1986 BA Degree in Philosophy, Sheffield University

## Further information

- Dutch national
- Live in Maidenhead, Berkshire
- Free to travel as required internationally
- Additional information at [www.visiblegoal.com](http://www.visiblegoal.com)
- Accredited under the [REC / PCG Code of Practice](#)

