



**Paul Marsh**

Paul specialises in the provision of HR support to the recruitment sector and, as Principal HR Consultant for Lander Associates, he heads up the Lander HR division.

Paul's vast experience across the HR spectrum means he is expertly placed to design and deliver bespoke HR training solutions and development programmes. Paul's delivery style is enthusiastic and motivational and he trains with an intimate understanding of the challenges of the Recruitment marketplace.

A fellow of the Chartered Institute of Personnel and Development, Paul has fifteen years of experience in HR working with Tesco, Dixons Stores Group, the BBC and Sky before spending the last six years in the recruitment industry. As HR Director and Chief Operating Officer with Strategi HR, FSS and Crone Corkill, one of his many achievements included gaining Investors In People at 'Bronze' level (awarded to the top 2% of all IIP holders in UK). Much of this recognition was as a result of Paul's innovative training and development programmes. Paul also contributed significantly to the business being placed in the Times Top 100 Companies list for 2007.

In 2009 Paul published '*HR & Other Swear Words: Practical & Credible HR for Beginners*'. The book is aimed at those new to HR and gives them the tools to make a difference from day one. The book has been a regular bestseller in its field for Amazon. Paul also continues to contribute regularly to trade magazines and online.

**Range of training expertise includes:**

- ★ HR support
- ★ Development of HR professionals
- ★ Customer Service (internal and external)
- ★ Leadership, management and personal effectiveness training/coaching
- ★ Managing performance
- ★ Employee relations / Employment law
- ★ Behavioural coaching