



An extensive career in HR and change has made Sue Wheeler a 'go to' person for leaders making important career decisions.

### Biography

Sue is an experienced and commercially focused executive coach and development professional with a strong track record of delivering measurable results. Sue works with clients both in the UK and internationally across a range of business sectors from FMCG and engineering to mining, tourism and leisure, banking, insurance and charitable organisations.

Sue brings a pragmatic and intuitive approach to her work and ensures that all conversations, plans and actions are fully integrated into the strategic, operational and cultural aspects of the business.

She has an excellent understanding of organisational behaviour and works with teams and leaders to enhance their self-awareness and drive performance through effective relationship management and a clear focus on outcomes.

Sue uses her extensive experience of working within organisations to provide career coaching to people at all levels who are seeking a change of role or focus and need additional support through the decision making and transition phases.

Her in-depth understanding of careers and the impact of personal motivations and career drivers helps her to provide a clients with a supportive and challenging coaching experience that enables them to draw sound and insightful conclusions and make effective life-enhancing career decisions.

Sue has been responsible for change management in a range of companies and understands fully the nature and process of change, and drives towards integration at all levels.

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## Qualifications

LLB Bachelor of Laws, University of Liverpool

IPD, North East Wales Institute of Higher Education

## Corporate experience

Prior to moving into consultancy, Sue had a successful HR and leadership development career in a range of high profile blue-chip organisations including:

HR Director  
Georgia Pacific

Key responsibilities and achievements included: development and delivery of a change management programme to improve business profitability; coaching and ongoing support of the senior management team; development and deployment of HR strategies to support the business and management of employee relations activity.

Head of Manufacturing HR  
United Biscuits

Key responsibilities and achievements included: development and implementation of major change management programme including business restructure; design and delivery of management and leadership

development programmes; coaching the management team.

Prior to these roles, she held HR Manager positions at organisations including Indesit, Rolls Royce Motor Cars, Merseyside Training and Development Council and Bluecrest Foods.

## Consultancy experience

Working with a high performing senior management team to facilitate the development of a new business model enabling the business to grow three fold with significant potential for further growth.

Designed and led the development process to transform a senior leadership team into a cohesive and purposeful team capable of driving business performance and increasing market position and performance

Designed and led a change management programme within a professional services organisation to deliver a heightened focus on operational delivery

Supporting an international Marketing Director in managing the complexities of his role, developing his profile and relationships with his boss and the board and developing a career path and succession plan.

Design and delivery of development programme focussed on team dynamics and behaviours to improve performance using a range of diagnostic tools.

Interim HRD for an international insurance company with accountability to lead an organisational restructure and change programme

### Coaching experience

Worked with a senior leader who recognised that his technical skills were diminishing in value and that he wanted to explore other career options. Coached him through the exploration of options and the subsequent development of a structured career plan which resulted in him changing careers and becoming a much happier and productive leader.

Worked with a wide range of people involved in redundancy situations and helped them to deal with the psychological issues of redundancy, develop their self- confidence and use this together with strengths mapping to identify career options and navigate their way to productive roles that progressed their careers. Coaching a top performer in a blue chip company in preparation for a promotion to a pivotal commercial role and to integrate him into the role following his promotion.

Coaching a manager in a central support function in a global business to develop and deploy an effective strategy to improve the service, impact and credibility of the function and of her as a leader in the organisation.

Coached senior operations manager to help transform her from a low confidence/ low impact manager to a high performing leader

Coached MD of a professional services company to change style from autocratic to engaging with a significant increase in profitability