

## NICK BISHOP, PRACTICE LEADER

Nick Bishop has more than 20 years senior experience in Human Resources Management and Consulting, giving him a unique insight into the commercial effectiveness and contribution of the HR function.

Nick's career has spanned a wide variety of industries from manufacturing and distribution, to brewing, consumer goods, retail and hospitality and customer service. He has considerable experience of helping companies adapt to change whether it is from new HR conditions to extreme growth, merger, acquisition and divestment. He also has expertise in:

- pension plan management and benefits reviews
- executive compensation
- organizational reviews including HR Metrics
- communications

Nick's work ranges from individual job and compensation reviews for key executive positions to major projects including:

- A full business cost and marketing rebalancing implementation at Courage Ltd a subsidiary of Fosters Brewing Group. Through some 5,000 different cost saving activities implemented through 250 operational managers within one year saved over \$120m in annual operating costs and enabled \$60m to be invested in marketing strategies for key brands with the rest being taken to the bottom line.
- Designing and building the HR infrastructure for a newly created technical services business. This business itself being put together from two different divisions spun off from two major organizations. The HR structures for the new business being 30% more efficient than those of the former parent companies.

Nick has an ACCA, Certified Diploma in Accounting and Finance and a Pensions Management Institute, Trustee Certificate. He is member of HRAC in Calgary and the Chartered Institute of Personnel and Development in UK. He is a graduate of the University of Leicester, England and before to moving to Calgary, Nick ran his own consulting business near London, England and still consults on UK issues.



#370, 800 - 6<sup>th</sup> Avenue S.W. Calgary, AB. T2P 3G3  
Toll Free: 1-877-264-5166  
Phone: (403) 264-5166 Fax: (403) 205-4312  
[wynford@wynfordgroup.com](mailto:wynford@wynfordgroup.com)