

## WYNFORD GROUP ASSOCIATE:

### NICK BISHOP

#### SENIOR CONSULTANT

Nick Bishop is an associate of the Wynford Group with more than 25 years experience in Human Resources Management and Consulting, including 7 years with an International Compensation Consulting Firm. He specializes in helping companies leverage the performance of their employees and business through compensation and benefits structures, aligning HR strategies with business plans, employee communications and retention strategies. He has considerable experience in both design and practical implementation of HR programs and helping companies, managers and employees implement and adapt to new ways of working. His blend of financial and HR skills means that he can build HR programs that help drive the financial goals of an organization.

Nick has senior HR and consulting experience in wide variety of industry sectors from major public sector organizations to manufacturing and distribution, insurance and retail and customer service. His projects have ranged from compensation strategy reviews and incentive development, HR process improvements to major reorganization. Nick has considerable experience of helping organizations to adapt to change whether it is from new HR practices to extreme growth, merger, acquisition and divestment. He is also experienced in corporate marketing and communications.

Nick brings to his consulting work considerable experience in the successful development and implementation of executive long term incentive plans within major organizations. He also has a wealth of understanding of how organizations operate from his consulting work as well as his corporate responsibilities for HR in five different business sectors.

Nick is member of HRIA in Alberta and the Certified Institute of Personnel and Development in UK. He has an ACCA Certified Diploma in Accounting and Finance and a Pensions Management Institute Trustee Certificate from the UK. He is a graduate of the University of Leicester in England.



*Aligning Human Capital with Business Strategy*

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