

Claire Hack



Claire is a strategic consultant with an infectious enthusiasm for the value of organisational development.

She works with boards and senior management, helping them to identify organisational needs. Claire takes a pragmatic and commercial approach in recommending solutions to meet those needs.

Claire's approach creates confidence and motivation by encouraging others to look below the surface, challenge their beliefs and succeed by finding their own solutions.

Examples of her recent assignments include:

- An employee engagement strategy, including a staff survey, annual awards programme and celebration dinner and online recognition gifts programme.
- A comprehensive competency framework now used as the cornerstone for recruitment, assessment, promotion decisions and development.
- A leadership programme designed to develop the skills of key talent below board level – and being rolled out globally across the organisation.
- A people plan to support the achievement of goals within a fast-growing organisation.

Background

Claire has over 30 years experience. She worked as the head of organisational development at AB Agri and The Forensic Science Services. In both cases, she was responsible for the design and delivery of a comprehensive development programme that supported the business' commercial goals. She also has board experience as HR Director at Premier Nutrition where she supported the CEO in their growth plans.

Claire is an experienced coach who works to high standards. She used these skills when she led the introduction of the EMCC's European Individual Accreditation (EIA), perhaps the most rigorous accreditation of coach/mentoring ability and experience globally.

Specialist expertise

As well as being one of the first EMCC Accredited Coaches, Claire is a member of the Chartered Institute of Personnel and Development (CIPD), British Psychological Society (BPS) and European Mentoring and Coaching Council (EMCC). She holds a BA in Psychology and Philosophy, BPS level B psychometric testing, Diploma in Performance Coaching and Coach Supervision Accreditation.