

ROB LAMBERT

Leadership and HR agility consultant, helping leaders “Release Agility” through effective management and well considered HR programs.

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EXPERIENCE

September 2017 – Current

DIRECTOR, Cultivated Management, Winchester - www.cultivatedmanagement.com

- I specialise in helping leaders release agility, build high-performing teams and improve processes.
 - I focus on:
 - **Strategic Delivery** - Creating evidence based and inspiring strategies for change.
 - **Problem Solving** - Identifying and leaning into the problems hindering growth and delivery.
 - Solving problems preventing growth.
 - Solving systemic problems rather than shifting the burden of them.
 - **Team Building** – Hiring, retaining and aligning high performing people.
 - Developing habits and **behaviours of agility**.
 - Learning and **process improvement** (5 Whys, Value Streams, Process Design).
 - **Systems Thinking** interventions that enable large change compared to the effort utilised.
 - I write books, produce a weekly management video series and speak at International conferences on management and business agility.
 - Recent clients include OVO Energy Services, Three Mobile, SSE Energy and Mastercard
 - These engagements have been working with leaders and HR on agile transformations.
 - In each of these engagements I have coached and trained leaders and managers on business agility, always focusing on business results and smooth delivery.
 - I am agnostic to agile approaches. I tend to focus more on solving problems than being wedded to a framework or methodology.
 - The main challenge with every engagement is typically behaviours and systemic problems. Both require leaders, managers and HR to shift behaviours and make changes to the systems of work. This is where I specialize in releasing agility.
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June 2016 – September 2017

VICE PRESIDENT of Human Resources – NewVoiceMedia (NVM)

Due to my success leading the Engineering team, I moved to HR to bring agility to the wider business.

As VP of HR, I was tasked with:

- **Creating a WOW sourcing**, hiring and onboarding process across the entire company.
 - This included employer branding, pipeline process improvement, interview training, agency relationships and management of recruitment.
- **Global learning and training** using Learning Management Systems, in-person training, conferences and self-guided learning.
 - Rolled out LinkedIn learning, Litmos LMS and managed the global training budget.
- **Increase levels of engagement** across the business through management training and personal career growth for individuals.
- **Global internal communications** - from corporate all-hands meetings to executive blogging.

- This included launching intranets, a global communication plan and coaching managers and executives on how to communicate more effectively.
- **Corporate Social Responsibility** – launching volunteer programs for local and global causes.
- **Managing** a team of HR professionals – Learning Specialists, Recruitment Consultants (UK and Poland) and HR associates.

We successfully operated our HR team in a Kanban agile system.

March 2010 – June 2016

ENGINEERING MANAGER – NewVoiceMedia

- **Built a “frighteningly agile” team named “UK top start-ups to watch in 2017”.**
 - Built a team voted “Best companies to work for” - 3 years running.
 - Took the team (DevOps) from start-up, to investment, to a successful sale.
 - Reduced the product release cycle from 14 months to weekly by introducing agile/lean approaches such as DevOps, Test Driven Development, 5 Whys (root cause analysis) and Kaizen.
 - Grew the Development team from 6 people to 120+ across the UK and Poland in just two years.
 - Introduced effective recruitment processes that were rolled out across the entire company.
 - Introduced systems thinking, process improvement and value-stream-mapping to the company.
 - Built an agile coaching team who were responsible for coaching managers on business agility.
 - Responsible for hiring and retaining our team.
 - Our recruitment costs were 4% as a blended cost of agency sourcing, self-sourcing and referrals.
 - Our churn rate was just 3% against an industry average of 15%.
 - Our engagement numbers were consistently over 75%.
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Previous Employment

Creative Director - The Software Testing Club [2010 - 2012]

Principal Agile and Test Consultant - iMeta Technologies Ltd [Jan 2007 – Mar 2010]

Scalability Test Lead - Sophos Plc [June 2005 – Jan 2007]

Test Engineer - Coda Plc (now Unit4) [Nov 2003 – June 2005]

Test Engineer - Research Machines [Mar 2001 – Nov 2003]

Notable Details and Achievements

- Currently studying for a CIPD in HR
- I run an award-winning Communication Workshop and online course
- BSc in Media Science, Sheffield Hallam University, 2000
- A-Level English Language, Communication Studies and Russian, Norton College, Sheffield, 1996
- I have so far survived parenthood to three boys