

Curriculum Vitae for Anthony Stanton

Overview. An HR strategist, change agent, speaker and facilitator specialising in people management to drive bottom line success. 25 years experience as an HR director and in general management, in organisations with up to 11,000 staff. Managed turn-rounds and led strategic and operational change in health, manufacturing, education and local government.

Strategic and change management

- Improved staff productivity by 40% in a college of further and higher education employing 800 people, as HR director on the senior management team.
- Supported HR directors in operating successfully at a strategic level, as their coach and mentor.
- Devolved authority to front line business units in a multi divisional corporation and in a large council, after reviewing HR roles at the corporate, divisional and business levels.
- Developed managers' skills and confidence by running leadership development programmes including action learning sets, workshops and residentials.
- Improved HR information by introducing computerised HR information and reporting systems for two organisations.
- Created a commercial In Vitro Fertilisation unit.

Research, speaking and writing

- Extensively researched how good people management drives business success, and developed a practical model which any organisation can use to drive up bottom line results. Forthcoming book describes how people management drives results.
- A frequent speaker to HR and management audiences on how people management drives the bottom line, with numerous repeat invitations.
- Written work has included a literature review on organising and skilling the HR function to drive business success, government guidance on pay, managing stress to improve business results in the NHS, and writing conference proceedings.

Facilitator

- Facilitated the Cambridge HR Directors' Forum as a professional community of practice since 2002, focusing on HR at a strategic level.
- Facilitated board and team strategy awaydays, and speaker and panel events.

Employee Relations

- Extensive experience in chairing joint management staff forums, improving productivity by building joint solutions based on strong relationships.
- Built partnerships between management and trade unions in a variety of sectors, often against a background of major change.

Career history

2006-present:: Independent researcher, consultant, speaker and writer on how good people management drives the bottom line.

1991-2005: Senior HR and employee relations roles in local government, further and higher education and manufacturing.

1976-1989: Deputy and assistant general manager roles in hospitals in England.

Education

Masters degrees in HR and management, plus an Oxford undergraduate degree. CIPD qualified.

Other interests

Hobbies include reading history and fiction, current affairs, real ale, walking and rowing.

Website/CV/10.09