

CURRICULUM VITAE

NAME

MAYO, Andrew John

CURRENT POSTS

Professor of Human Capital Management at Middlesex University Business School

Managing Director of Mayo Learning International Ltd, a consultancy that specialises in the strategies and processes of people development in organisations.

Former President, The HR Society; Current Trustee

Chairman, Spiral Partnership Trust, St Albans (6 primary Schools)

Chair, Harpenden Spotlight on Africa

Founder Member of Corporate Research Forum Ltd - a managed network of HR professionals employed by organisations who want to learn from and share with each other, and who do so by funded research

Former Director and Trustee, Open Arms International

Former Programme Director in-company programmes and Fellow of the Centre for Management Development at London Business School. Designed and directed programmes for KONE, 3M, Islamic Development Bank, Exxon Mobil and BMC Software.

Former Patron of the Al-Tammimi Institute of Learning, Dubai

Former Associate of Ashridge Management College.

Former Academic Director, Masters programme in Management Learning and Development, Euro-Arab Management School.

Formerly Director of Devonshire House Management Club - a club that organises monthly dinners with well known speakers

Former Board Member and Chair of Corporate Members' Committee for European Foundation of Management Development

Rated #10 in 2008 in the List of the Most Respected HR Professionals (#4 in academia)

QUALIFICATIONS

M.Sc(Eng) Operations Research and Management - 1966, Imperial College, London University

B.Sc(Eng) Chemical Engineering - 1965, Imperial College, London

Certified Diploma in Accounts and Finance – 1974

International Executive Programme, IMD, 1992

MEMBERSHIP OF PROFESSIONAL BODIES

Fellow of the Chartered Institute of Personnel and Development

Fellow of the Royal Society of Arts

Member - Strategic Planning Society

Member - Institute of Directors

Member, Editorial Board, Strategic HR Review

Member of Editorial Board, Croners Journal of HRM

Previously member of Editorial Board, Knowledge Management Review

Previously member of Editorial Board, People Management Magazine

Previously member, CBI Education Policy Panel

Previously Member, Insead Advisory Committee for Management Education

CAREER DETAILS

INTERNATIONAL COMPUTERS LTD (ICL)

An international (70 countries) computer systems supplier with 22000 people, 84% owned by Fujitsu of Japan. Turnover \$4000M.

July 1993 - October 1995 Director of Human Resource Development

** Responsible for worldwide policy on people development*

** Responsible for departments dealing with:*

Young People Resourcing and Development

Learning Consultancy

Assessment & Testing

Management Development

Redeployment

Career Management,

Organisation Development.

** Responsible for a wide range of external interfaces*

** 60 staff plus 20 associates; budget £8m.*

1994: Ten Major Projects included Executive Learning, International Capability, Revised Performance/Development Approach, Managing Mobility, Managing High Potentials, Technical Skills Reprofileing, Client Management, Management Capability, Young People Strategy, and Technical Consultancy Expertise. In 1995, created the ICL Learning Consultancy integrating all of above in one unit.

also: * *Director of ICL Norway A/S*
* *Directeur Administratif de Vendome Formation, France*

1989-93 *Director of Personnel, Europe*

* *Responsible for all HR issues for 8000 people in 14 countries, in sales, R&D, Manufacturing and Customer services*

* *Played a lead role in significant mergers and acquisitions, organisation restructuring, development of "Euromanagers", cultural change programmes, international assignment management, senior recruitment ++*

1987-89 *Director of Personnel, International*

* *Responsible for all non-UK HR issues; with nine Personnel VP's across the world covering 6000 people in 70 countries.*

* *Set standards for HR; resourcing and development of HR function; worldwide management development especially in third world.*

1985-87 *Director of Manpower Development*

* *Responsible for all HR development issues for the ICL Group including management development, management training, graduate/ MBA resourcing, recruitment advertising policy, international assignment management, growth of HRD community.*

* *Many initiatives e.g. design and running of Senior Career Guidance Centres, Manpower Planning Models, Potential Classification and Assessment, Personnel Trainee Scheme, Strategic Executive Training ++*

BOC LIMITED

An international group which is a world leader in Industrial Gases and Health Care products, with 40,000 employees worldwide.

1983-85 *Management Development Manager, BOC Europe*

* *Responsible for management development and training / senior recruitment in organisations totalling 9000 employees, in gas production and distribution, food distribution and specialist engineering companies.*

* *Introduced MBA recruitments; graduate assessment centres; completely new appraisal system; new training programmes; set up Board sub-committee on management movements; designed databases and information systems.*

* *Also responsible for general Personnel for subsidiary in Odda, Norway.*

INTERNATIONAL COMPUTERS LTD

1982-1983 Planning Consultant, International Accounts (New York)

** Special assignment to study major US corporations who were customers somewhere in the world; their IT decision making processes, and how ICL should manage the account*

** Continuation of customer interface work with major hotel chains*

1981-1982 Manager, Leisure Industry Software Business

** In charge of 40 people in marketing, procurement and development of software for the hotel, travel and theatre businesses, worldwide.*

** Developed new products, created third party partnerships, doubled customer base, signed major frame agreement with worldwide hotel chain, many sales presentations around the world.*

1981 Personnel and Education Manager, Dataskil (subsidiary of ICL)

** General personnel responsibility for 1200 people in software house subsidiary*

1979-80 Personnel Manager, UK Sales

** Integrated two separate Divisions to form unit of 6000 people across UK and Ireland; extensive involvement in I.R. and general personnel.*

1976-78 Manpower Resources Manager, Customer Engineering

** responsible for training and development, Recruitment and Internal Communications for division of 4000 people across UK; many initiatives including pioneering assessment centres for promotion and development.*

CRODA INTERNATIONAL LTD

An international chemicals company with a number of small subsidiaries, total c. 6000 employees.

1975-76 General Manager, Croda Gelatine Ltd

- 200 employees in London factory; transformed substantial loss to profit through downsizing, employee motivation and yield improvements.*
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PYE TELECOMMUNICATIONS LTD

A subsidiary of Phillips, specialising in mobile radio telecommunications based in Cambridge with 2500 employees.

1972-75 Training and Development Manager; Deputy Personnel Manager

* Responsible for all training and development, customer training, and I.R. for customer service group. Designed and ran many training courses; introduced new appraisal schemes; productivity payment schemes ++

PROCTER AND GAMBLE LTD

A worldwide leader in consumer products. I worked in the Manufacturing Division based in Manchester. Each of the roles below were significant challenges, and played a major part in my personal development - together with P&G's general training.

1971-72 Training and Organisation Development Manager

1971 Cost Saving Projects Coordinator

1968-71 Synthetic Tower Unit Plant Manager

1966-68 Kettle House Plant Manager

PUBLICATIONS - BOOKS

Career Management - Strategies for Organisations

Institute of Personnel & Development, 1991 (second edition 1994)

The Power of Learning - a Guide to Gaining Competitive Advantage

Institute of Personnel & Development October 1994 (*joint with Elizabeth Lank*) (translated into Swedish, German and Spanish)

Creating a Training and Development Strategy

Institute of Personnel and Development , 1998 (translated into Polish, published in India)

2nd edition *Creating a Learning and Development Strategy* 2004

The Human Value of the Enterprise – Valuing People as Assets

Nicholas Brealey, 2001, reprinted 2003 (translated into Portuguese, Estonian and Romanian), reprinted 2006

Understanding HR Return on Investment

One Stop Guide, Personnel Today Management Resources, 2004

Human Resources or Human Capital? Managing People as Assets Gower, 2012

Transforming Engagement, Happiness and Well-being: Enthusiasing People, Teams and Nations Palgrave Macmillan 2017 (joint with William Scott Jackson)

plus seven book chapters and some 50 articles.

RESEARCH SUPERVISION

Ph D The transfer of Human Resource Practices from Multinationals to Iran

D Prof students – Onboarding Challenges of Expatriates in Qatar
- *The development of Design Thinking for Procurement Professionals*
- *(three more scheduled)*
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MA HRM – about 100 dissertations supervised

TEACHING

Module Leader for HR Strategy; People Metrics, Analytics and Data
Sundry lectures on other modules
NHS Graduate programme,
Masters' dissertations

London Business School – sessions on HRM, Knowledge Management, Performance Management for in company programmes

Euro Arab Management School – design of Masters degree in Management Learning; teaching modules on Strategic L&D and Knowledge Management; design and assessment of e-modules on learning for Hospitality Management students

Cyprus Institute of International Management

- *Two day course in Career and Professional Development for MBA's 2015-2017*
- *Two day Leadership module for MBA's 2007 – 2013*

Many sundry seminars and workshops in various countries in Europe, Middle East, Asia and Australasia

EXTERNAL EXAMINING EXPERIENCE

Awards Judge of TJ Training Awards, HR Magazine HR Awards, Personnel Today HR Awards, Most respected HR Professionals, Most Respected Professional Firms

External Ph D examiner, Birmingham City University

OTHER RELEVANT INFORMATION

Languages spoken:

French - good

Spanish, German - modest

Tourist familiarity with several others, including Greek