

# Denise Hartley-Wilkins

2016



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[www.shinepeople.co.nz](http://www.shinepeople.co.nz)

## OBJECTIVES

- Partnering with organisations to achieve their strategic goals through their people.
- Building people and organisational performance : Through the design and implementation of interventions that deliver improved, measurable and sustainable business outcomes for clients.

## QUALIFICATIONS

BA (History & Humanities), Dip. European Humanities	Open University, UK
Post Graduate Diploma in HRM	Anglia University, Cambridge, UK
Intercultural Awareness and Communication Accredited Trainer	Office of Ethnic Affairs, New Zealand
Lominger Leadership and Interview Architect accredited	Lominger International
MBTI Step I & II accredited	CPP Asia Pacific
NLP certified practitioner	Lifetime Learning NZ
Extended DISC	HR Profiling Solutions, NZ
Institute of Personnel Management (distinction)	Peterborough Regional College, UK
Certificate in Employment Law	Engineering Employers Federation, UK

## AREAS OF EXPERTISE

- Strategic and operational planning
- Organisation development and review
- Human Resource management
- Talent resourcing and management
- Change management
- Performance management & coaching
- Development of people capability strategies
- Workplace Development
- Workplace Bullying & Harassment mgmt
- Project management
- Employee engagement specialist
- Leading and managing teams
- Equality & diversity specialist
- Cross Cultural Communications Specialist
- Management and leadership skills training
- Systems/process design & re-engineering

## EXPERIENCE

2008 – Today

Director and Owner, Shine People Consulting, NZ

2007 – 2008

Manager, Research and Organisation Development, State Services Commission, NZ

2006 – 2007

Manager, Employer of Choice Programme, State Services Commission, NZ

2004 – 2005

Business Coach and HR Consultant, Golden Bay, New Zealand

2002 – 2003

Employment Tribunals Lay Member, Employment Tribunals Service, UK

1999 – 2003

Regional Human Resources Manager, Sense East, UK

1997 – 1999

Site Personnel Manager, Geo. Adams & Sons Ltd., UK

Prior to 1997

HR and administration positions in the UK and Canada. Industry experience included; manufacturing, agricultural, publishing, financial services, IT, outplacement consulting

## SKILLS

- Planning and implementation
- Analytical and problem solving
- Highly developed relationship building & stakeholder management
- Exceptionally well organised
- Good time management skills
- Cross-cultural communication & awareness
- Excellent interpersonal & communication skills
- Computer: Microsoft Office, Excel, Powerpoint, website CMS
- Ability to relate to people at all levels and from different backgrounds
- Language skills: French and German

## PROFESSIONAL MEMBERSHIPS

Chartered Fellow, CFHRINZ

Human Resources Institute of New Zealand

Chartered member, MCIPD

Chartered Institute of Personnel and Development, UK

**OTHER**

2013 – current	National Board Director	Human Resources Institute of New Zealand (HRINZ)
2011 – 2012	Nelson Branch President, Chair of Branch Presidents Advisory Group	HRINZ
2011 – 2011	National Board Member and Executive Committee member	HRINZ
2008 - 2010	Nelson Vice-President and Branch Planner	HRINZ
2006 -2008	Branch Planner, Wellington Branch	HRINZ
2010 - current	Management Committee member Intercultural Awareness and Communication programme presenter	Nelson Multicultural Council
2010 - current	Business Mentor	Business Mentors New Zealand
2006 - 2008	Member of National Advisory Council for the Employment of Women	NACEW