

## Profile

**Peter Hammond**, BSc (Hons) Psych, Dip PM, Chartered FCIPD, FITOL, MBPsS, MInstLM, MBILD, has worked in Personnel, Training, and Safety, for over 25 years. He holds a Statement of Competence in Occupational Testing at Level A from the British Psychological Society and is certified at Level B (Intermediate). He has attended the NHS Conflict Resolution Syllabus Familiarisation Workshop; and is qualified to deliver the AQR MTQ48 Mental Toughness Development Programme and apply the ILM 72 Integrated Leadership Measure.

His career has so far covered a multi-national private sector organisation, as well as County, District, and Unitary local authorities. He has supported managers and individuals at all levels in organisations ranging in size from 2 to 25,000 employees.

Peter has led regional networks and strategic partnerships, working with TUC, TEC and LSC, and has published materials on diversity and management. He is an active member of the Chartered Institute of Personnel and Development and has led both his local branch and the regional liaison group. He lectures part-time at Teesside Business School, teaching and supporting students on undergraduate, postgraduate, and corporate programmes. He is a Member of the Centre for Leadership and Organisational Change and is also associated with the Centre for Public Services Management. In 2006 and 2007 he was a judge for the North East Equality Awards. He is currently a non-executive member of the Area Succession Planning Committee of the North East Prison Service, and an external examiner for the University of Wales CIPD programmes.

Peter has spoken at conferences at regional and national level on a range of subjects including quality in service provision, violence management, dignity at work, and influencing skills. In recent years he provided external scrutiny to local authority racial harassment investigations, advised the private sector on the development of sales strategy in the light of DDA, and spoke to an invited audience at the Independent Living Exhibition at Wembley on the impact of disability legislation.

At Hartlepool, an “excellent” local authority in the 2002 round of CPA inspections, he had responsibility for Training and Equality for over 4500 employees, including senior management and Councillors. Peter established the function from scratch and led the council’s Investors in People programme. He set up nationally recognised management qualifications at Foundation Degree, Certificate, Diploma, and Masters level, and developed an internal management skills programme, which he also delivered.

Peter developed corporate policies, (e.g. violence, employee support, and performance appraisal), and ensured that existing policies were adapted in response to developments in equality legislation and best practice. He worked with senior teams on management development programmes and team building activities, as well as helping departments to develop and launch major change programmes. Corporately, he was involved in performance management, quality assurance, and evaluation activities including best value, comprehensive performance assessment, and the Racial Equality Scheme.

Peter now has his own business, working as a personnel and training consultant nationally in the public, private, and voluntary sectors; specialising in diversity, team working, train the trainer, conflict resolution, management, and interpersonal skills development. He also works as an associate for local and national training organisations (including CIPD – In-Company Solutions), conducts assessment centres, skills audits, social research, and offers coaching, advice and guidance.

## Profile – Lynne Hammond

**Lynne Hammond** BSc, MA, MInstLM, MCMI has worked in the field of Environmental Education for over 20 years. She gained an Honours degree in Zoology and then progressed to an MA in Environmental Education. She holds an Introductory Certificate in Marketing as well as the 7306 Certificate in Further Education including D32 & D33 Assessor Units.

She works with schools, community groups and environmental organisations promoting conservation and sustainability. She has published a range of educational activity books through national conservation and environmental groups including the Durham Heritage Coast Primary Education pack and the Tees Valley Wildlife Trust environmental play CD Rom, The Message is Fun.

In the past she has been the Education Manager of a local environmental centre, butterfly farm and energy from waste plant as well as running an environmental play project and workshop sessions for the local wildlife trust. She was also a tutor on 2 YTS programmes and a part-time lecturer at a local further education college.

Lynne has also organised the annual conference for a national environmental education organisation and the annual dinner and awards ceremony for the local branch of the Chartered Institute of Personnel and Development.

Since April 2003 she has been a partner in Pet&r responsible for all Administration and Financial aspects of the business as well as Quality Assurance, Marketing and Environmental issues. She was the lead in the organisation gaining ISO9001. She is the Internal Assessor for Institute of Leadership & Management VRQ Level 3 Awards and Certificates in First Line Management and Workplace Coaching, as well as Level 2 Team Leading. She is responsible for all administration for these courses. She is also the tutor for NCFE Level 1 & 2 Certificates in Sustainable Development and Level 2 Certificate in Volunteering as well as the Internal Assessor for the Level 3 Certificate in Understanding Equality and Diversity.

She was instrumental in Pet&r gaining a Silver Green Business Award from the Tees Valley Green Business Network.

Lynne has chaired a local community partnership and was the chair of trustees of an international animal welfare charity for 4 years. She is currently vice-chair of Middlesbrough Environment City and is active in their community forum and delivers a variety of topics on the Young Enterprise Programme.

Lynne is currently the Secretary of the Teesside Branch of the Federation of Small Businesses and on their Regional Committee and secretary of the North East Area Policy Unit. She has been actively involved in an equality and procurement initiative with the North East Regional Improvement and Efficiency Partnership with local authorities and the Equality and Human Rights Commission developing support materials for small businesses to aid them through the procurement process and organising a conference to bring suppliers and procurers together to discuss issues.