

Rob Jarvis is an HR Generalist with considerable senior operational level experience which includes performance management, disciplinary and grievance, resourcing and workforce planning, executive remuneration and employee engagement and communication.

With over 10 years' experience in-house and over two years experience as a Consultant with MM&K and Higher Talent Partner, Rob has led projects in a variety of sectors including Retail, Public Sector, Oil and Gas and Professional Services. He specialises in SMEs where HR expertise is limited or nonexistent, providing the client with sound and pragmatic advice and support.

Rob is a Masters graduate (HR Management) and Chartered Member of the Chartered Institute of Personnel & Development.

Michael Rose is an independent Reward Consultant and was previously Director of Total Rewards for Aon Limited, for the UK and EMEA. Over eight years he initiated and led many Reward projects which aligned Reward with the business aims and saved over £20m per year. His other major corporate roles have been Head of Reward Management for TSB Bank plc; Human Resources Manager, European Insurance Operations, NZI Insurance and Compensation Manager, Abbey Life Assurance.

Michael also has nearly 10 years experience as a reward consultant with KPMG and Arthur Andersen. Michael has an MA in HRM, is a Companion of the CIPD and Associate of the CII. He was Vice President Reward for the CIPD 2006-2008 and was voted Compensation and Benefits Professional of the year for 2009 by Employee Benefits Magazine.

David Conroy is a highly successful human capital consultant with a strong track record in helping companies make a positive difference to their business.

Before becoming an independent consultant David spent over twenty years as a human capital consultant with the Hay Group and Mercer Limited.

His work has included total reward strategy development and implementation for a highly respected national professional body; remuneration structure development for a European FMCG company; incentive programme for the UK sales force of a global pharmaceutical corporation; and employer branding strategy and employee communication programme for a medium size UK gases business.

He is a Chartered Member of the Chartered Institute of Personnel & Development; is qualified by examination as an Associate of the Institute of Management Services; and has a degree in social sciences.

Pam Kennett is an organisational development consultant with more than 25 years' experience working in HR related roles and in management consultancy.

Prior to setting up Chiswick Consulting in 2001, Pam worked with the Hay Group in the UK and in Australia where her clients included Unilever, American Express, ICI, BOC, NatWest, Woolworths and Mercury one2one (now T Mobile). During this time she was responsible for the design and delivery of a performance management system for ANZ Bank with 50,000 employees; development of the leadership competencies of Head Teachers across England; and the implementation of a category management structure for Woolworths.

She has an MBA from City University, is a Chartered Fellow of the Chartered Institute of Personnel and Development and is a Registered Member of the British Psychological Institute.