



UPM Team Member Profile

Name: Deborah Holmes

Position: Director of UPM

Organisation Change Manager

Current Engagements:

Organisation Change Manager UP Mentors

Past Roles: KPMG Consulting

Business Consultant GSH Hall Facilities Management for the BBC

Business Consultant EMA Northern New Zealand

Customer Support Development Manager Winstone Wallboards New Zealand

HR Manager Winstone Wallboards

Organisation Development Manager UK Paper Plc

Change Management UK Paper Plc

HR Manager UP Paper Plc

Years in the Industry: 15 years

Specialties:

Development and implementation of change strategies, communication strategies, the design and implementation of performance management systems, implementation of organisation talent programmes, leadership development, team-working, reward and remuneration systems

Summary:

Deborah is an experienced change manager who has a strong record in the implementation and delivery of company wide change projects. The change programmes have resulted in significant cost savings and value add to organisations that have either been forced to change through market conditions, changes in contracts or have been leaders of change within their industry sector. Without exception these changes have involved the introduction of new business processes, working practices, IT and resulted in a major culture change towards team based working and a customer centric focus.