



# Mark Edgar

## Goat Rodeo Project

July 2019 - date

- Founder

## RSA Insurance

January 2011 – June 2019

- CHRO & SVP Human Resources

## Centrica

2009 – 2011

- Head of HR – Corporate

## BSkyB

2004 – 2009

- Head of HR – Customer Group

## Exel Group (now DHL)

1998 - 2004

- HR Manager – various positions

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 markedgarHR

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## Services

- Strategic and cultural transformation
- People and talent strategy development
- Organization design
- Building your employee experience and value proposition
- Developing HR capabilities
- Leadership development
- Change management
- Team facilitation
- Coaching

## Profile

A people-centric, strategic and innovative consultant, facilitator and coach with global experience developing and delivering impactful and business focused people strategies across a range of sectors. Over 25 years' experience building people centric solutions across the broad HR agenda including transformational change, talent management, engagement and organizational effectiveness. Future of work leader passionate about ensuring people and organizations leverage the opportunities created by the new world of work.

## Selected Achievements

- Developed and implemented people strategies across a range of sectors working in partnership with senior leadership teams. Strategies have delivered the transformational needs of a diverse range of national and global businesses.
- Delivered a review of the full employee experience and engagement strategies of a business resulting in being awarded a Top 100 employer award in 2018 and 2019.
- Built a leadership program to deliver sustainable culture change based on an enterprise wide gap analysis. Used 360 feedback and other diagnostic tools to demonstrate measurable improvements in the capabilities.
- Implemented a companywide organisational design review to ensure the business met future needs. Facilitated workshops to create the optimal structure by assessing roles against a framework. Project reduced leader population by 20% over 6 months and delivered full year financial savings of \$10 million.
- Delivered improvements to the HR service model including implementation of new HR system that supported a 50% reduction in the cost of running HR and at the same time met increasing expectations of the business.
- Reviewed talent acquisition capabilities to attract the best talent including reviewing resourcing options and creating a new candidate and hiring leader experience.
- Launched a program for millennials in Toronto to support their development.
- Created future foHRward ([www.futurefoHRward.com](http://www.futurefoHRward.com)) as a development community to build capabilities in CHROs and the HR profession. Partnered with global experts including MaRS to create dynamic and future focused events.
- Board member for Strategic Capability Network and Chair of the Programming Committee bringing the best thought leadership to the HR community.

## Education & Professional Development

- The Leadership Circle certification, Full Circle Group
- Foundations in Design Thinking, IDEO
- Prosci Change Management licence, AdPro
- Executive Coaching Diploma, School of Coaching
- Chartered Institute of Personnel & Development, Chartered Member
- University of Warwick, Coventry, UK, BSc (Hons) Management Sciences