

Andy Swarbrick

With over 20 years' experience across different sectors (Financial Services, FMCG) and organisations (Nat West, Charles Schwab and Cadbury's), Andy has a wide breadth and depth of HR and operational experience. Andy has undertaken senior HR roles including HR Director for Cadbury Global Supply Chain, in addition to undertaking specialist roles in Talent and Learning & Development.

He is an experienced strategic HR business partner, dealing at the most senior levels within organisations. With exceptional analytical skills and a passion for results, Andy has defined, planned and implemented people strategies and processes to enable transformational and cultural change across businesses.

Consultant Achievements

Andy's achievements include:

- Defining and leading major HR programmes across Cadbury Supply Chain as part of a Continuous Improvement programme. This included the closure of factories and the outsourcing of all facilities management, with extensive union / works council negotiations covering redundancy and TUPE situations.

- Defining and implementing management and executive leadership development programmes.
- Delivered transformational cultural and organisational change.
- Led the people aspects of a Global ERP (SAP) implementation across Cadbury, including employee engagement and communication, change management and union negotiations.

Consultant Qualifications

- Chartered Member of CIPD
- Chartered Member of ACIB (Chartered Institute of Banking)
- BA in English.

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