

## **Ruth Ball**

**Ruth is an experienced transformation consultant with a broad business background specialising in design and alignment of HR Strategy, Change Management, Talent Management including recruitment and retention, Coaching, International Assignments and Operational HR globally.**

**With extensive experience in Telecomm, Ruth has spent half of her working life in HR and the rest of her time in Business operations in a fast moving, commercially focussed environment experiencing both speedy growth and downsizing.**

**Ruth has worked for a large global corporate in the UK and smaller start-ups in Europe when she lived and worked in Munich, Germany for 3 years.**

**Some of the projects she has delivered for a global telecommunications operator include:**

- **Management of project to downsize by 4000 people world wide with an annual saving of £60m on pay bill.**
- **Change management project to downsize and up skill the HR team globally to meet the new strategy**
- **Design and delivery of a major re skilling programme to reduce surplus technicians**
- **Design and delivery of a European graduate recruitment framework**
- **Global outsourcing of sales recruitment services**
- **Design and delivery of a talent management framework including retention of key people**
- **Transformation of an in house international assignment service to provide a best in class, cost effective approach using partners for outsourcing.**

**Ruth has an executive MBA from Nottingham University and she researched global talent management for her dissertation. She is a visiting lecturer at Strathclyde University on their international Masters programmes and is currently researching the impact of enforced change on mindset for her latest Masters programme.**