

Wincanton

Group Talent and
Development Director

Case Study

Sector: Supply Chain & Logistics



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“I’m delighted with the service provided by Amy and the team at Holmes Noble. The brief wasn’t straightforward, and I knew I was pushing the art of the possible, but Amy stepped up to the challenge with passion, energy, and great market insight. I highly recommend Amy in this space.”

~ Sally Austin, Chief People Officer, Wincanton

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What was the challenge?

Wincanton, a pivotal force in Britain's supply chain until its successful acquisition by GXO, boasted a team of over 20,000 employees across 200 locations and operated more than 5,500 vehicles nationwide. The company enlisted Holmes Noble to expand their HR executive team by hiring a Group Talent & Development Director.

This role, reporting directly to the Chief People Officer, would oversee the entire talent and learning and development strategy for the organisation. Responsibilities included designing engaging L&D programs for all levels of staff and implementing an effective talent acquisition strategy across the group.

Given the company's extensive and complex operations, it was crucial for Wincanton to find a candidate with experience in building, developing, and coaching teams across large, multi-site organisations, ranging from apprentices and graduates to executive-level professionals. Additionally, the Chief People Officer aimed to further diversify the HR executive team.





What did we do?

Investing in a leader for the group-wide talent and development agenda was critical to Wincanton's growth. The goal was to find a proactive change-maker to join the HR leadership team, help achieve ambitious targets, and drive people development in a traditionally rigid sector. Collaborating closely with the Wincanton Group People Officer, we pinpointed target markets and identified industries that were likely to produce candidates who would align well with the company and team culture.

Through a forward-thinking search strategy, we presented a shortlist of strong candidates that was 50/50 gender diverse. This list featured exceptional individuals with proven track records in enhancing people's potential to drive business growth and transformation.

What were the results?

We successfully placed a seasoned Group Talent and Development leader with over 20 years of experience, including 10 years at a Group level, within weeks of receiving the brief.

Including the successful candidate's notice period, Wincanton had their new Group Talent and Development Director on board in just seven months.

This timely addition enabled the company to foster a supportive environment that aligned with their overall development strategy, reinforcing their status as a leader in the UK supply chain marketplace.



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