



humaQazi

# HUMANISE YOUR BUSINESS

Refocus, clarify  
and simplify

| 2017 |



As a consultant, I partner with HR and business leaders to “humanise businesses” through people strategy solutions, culture change and bespoke personal development programmes.

### **MY BUSINESS ETHOS**

My guiding beliefs are to be honest, authentic, innovative and to deliver excellence for my clients. This sets the tone for my approach in everything I am asked to do and how I deliver those solutions.

### **MY JOURNEY**

Over the last 22 years, I have held an international career working in the energy sector and also as a consultant for a variety of organisations and sectors, both in the UK and abroad. During my corporate career, I have been in HR leadership roles across complex businesses, both large and small.

I have been involved in developing people strategy, international re-structuring, change & transformation, learning & development and HR business solutions.

I have experience in organisational design, setting up new businesses, employee engagement initiatives and integrating HR information systems.

### **MY PASSION**

My passion is to develop diverse solutions to enable change within people and in organisations to bring about greater happiness, energy, engagement and productivity.

I approach each client and assignment with an open mind and creative solutions. Whether writing strategy, designing content, directing conferences or facilitating, it is this passion that drives me.

### **MY CLIENTS & PARTNERS**

My business model is to work with trusted partners and I value my associate relationships who are specialists in alliancing, diversity & inclusion and learning & development. Since 2014, as a consultant, I have delivered programmes and solutions that have been attended by over 50 organisations globally.

## Snapshot on Some Consultancy Focus Areas

### **SMART ANALYTICS FOR HR AND DIVERSITY**

The right HR data, presented at the right time and in the right manner provides great insight, can influence decision making and ultimately deliver greater business impact. Data, KPIs and predictive analytics presented with the art of storytelling can support HR and D&I teams in making compelling business cases to top management.

### **AGILITY DURING CHANGE AND TRANSFORMATION**

Adaptability and agility during times of change is vital, however, we don't always take the time to fully understand change and how it may be impacting us emotionally. Having greater awareness can positively impact engagement and provide insight into how to adapt behaviours to re-engage ourselves and our teams.

### **UNCONSCIOUS BIAS AND BEHAVIOURS**

Training theory alone can not correct the impact of unconscious biases. We must look at how values and core beliefs can drive behaviours. By grasping unconscious bias and what micro-inequities are, we create opportunities for greater inclusion by standing up to exclusion and exhibiting the right behaviours.



"It's not every day that we are given opportunities to bring about change. It's not every day that organisations open their doors, agree to challenge status quo and accept that they must change.

When it does happen, I am in awe of such days. It provides a chance to improve people's lives and it's no longer because these changes are a 'nice to have', rather they are seen as a human and business necessity."

**HUMA QAZI**

#### **BUSINESS SAVVY AND GRAVITAS**

Being able to deliver one's elevator-pitch for that crucial career or networking moment is vital. However, many find it a challenge to make a compelling pitch or articulate business savvy. Everyone can use these techniques to communicate with greater gravitas to different audiences, especially when it matters most.

#### **COLLABORATION AND PERSONALITY PROFILING**

Harness the power of collaboration within teams by using measures of personality. Boost your effectiveness through 1:1 feedback along with bespoke team coaching by understanding different working styles, preferences, strengths, weaknesses and how teams can be happier, more engaged and perform better.



## My Approach

### **HUMAN**

Advocating a more human approach to consultancy and a natural interactive style for impactful workshops and learning programmes.

### **RIGHT LANGUAGE**

Keeping language meaningful and simple; using the right terminologies for a more inclusive culture, where people say what they mean and truly mean what they say in an appropriate manner.

### **BUSINESS SAVVY**

Slick, smart, easy to grasp tools and practical tips for analysing data and helping you to adjust your presentation styles to be more articulate with vital conversations.

### **INNOVATIVE**

All businesses, large and small, have their HR challenges and 'design thinking' is one way to deal with what may seem to be complex and onerous situations. Creative and innovative solutions are fundamental to deliver effective people solutions.

### **STRATEGIC**

Enabling organisations to achieve their immediate goals in pursuit of their people, D&I and business strategies. Working with senior executives to outline strategic frameworks and identify top-level priorities through executive and team coaching sessions or bespoke workshops.

**huma** *Qazi*

[www.humaqazi.com](http://www.humaqazi.com) | [humanise@humaqazi.com](mailto:humanise@humaqazi.com)

07976 139891