



Thinking Human Resources

## Barry Jones

---



Barry Jones is Project Manager, WA with the national My HR Solutions and HR Coach network and Director of *Thinking* Human Resources, a business which works with **thinking** organisations to link people, performance, business strategy and profitability.

*Thinking* Human Resources prides itself on understanding the needs of businesses and partners with them to benchmark performance, reduce compliance risk and design simple and efficient systems, which improve employee performance.

Barry brings a wealth of senior leadership experience from medium to large complex organisations including Rio Tinto, Wesfarmers, Woolworths and Coles Supermarkets across mining, engineering, supply chain/logistics and FMCG industries.

### Key Competencies/Specializations

- **Business Partnering/Commercial Acumen**  
Barry has a reputation of working collaboratively with business leaders to deliver sustainable business results and for coaching line leaders to improve employee outcomes;
- **Strategic Thinking/Business Planning**  
Barry has designed and facilitated business planning/strategy which has been successfully cascaded throughout businesses including Coventry Automotive;
- **Leading Change**  
Barry has helped to design and facilitated transformational change at a number of organisations including Woolworths Supply Chain, Coventry Group and Wesfarmers.
- **Industrial/Employee Relations**  
Barry is an accomplished industrial/employee relations practitioner who has worked with business leaders to develop strategy and lead EBA negotiations which has delivered outstanding business outcomes. Barry's focus is on coaching line leaders to create a positive and constructive workplace culture through effective leadership and performance management.
- **Leadership Development**  
Barry's key focus is on developing leadership frameworks and capability. He is an accredited trainer and coach who has successfully developed initiatives which have delivered effective leadership capability throughout a number of organisations.  
  
Barry is accredited at Everything DiSC profiling.
- **Talent and Career Management**  
Barry has overseen talent and diversity initiatives at a number of organizations including Rio Tinto, Wesfarmers and Coventry Automotive.
- **Remuneration, Compensation and Reward Management**



Thinking Human Resources

Barry is trained in a number of remuneration and grading systems including Hays, Mercer and Cullen Egan and Dell.

Barry Jones has helped design and review incentive and bonus schemes at Woolworths and not-for-profit organisations and managed remuneration review processes at Rio Tinto, Wesfarmers, Woolworths, Coventry Group and Tenix Defence. At Coventry Group he was responsible for the design and delivery of the Remuneration review system and at Tenix Defence Marine Division he was national lead for Remuneration.

- **Outplacement and Career Transition**

Barry has worked with Lee Hecht Harrison/DBM, the world's largest provider of outplacement and career transition services and is a successful career transition coach and mentor.

## Barry Jones

---

### Qualifications and Accreditations

√ MBA (Completing 2016)	√ Accredited Everything DiSC
√ Grad. Diploma. in Business	√ Accredited Situational Leadership II facilitator
√ Strategic HR Management (AGSM Sydney)	√ Trained in Mercer and Hays Remuneration Systems
√ Certified Coach	√ Member of AIM
√ Certified Trainer	√ Consulting Skills

As a certified HR Coach and member of the HR Coach Network – the largest independent HR Coaching network in Australia, Barry Jones has access to the latest tools and research to maximize your business performance including:

- **Staff Manager:** a cost effective, secure, end-to-end employee information system;
- **Star Workplace:** a practical leadership and workplace culture survey tool;
- **Accredited Everything Disc profiling** to help team members work together effectively.
- **Other tools and suppliers** including the On-Line WHS/OHS system, to help you to manage all aspects of your employee team.

## Contact Details

---

Phone: 0467 730 890  
 Email: [barryjones@thinkinghumanresources.com.au](mailto:barryjones@thinkinghumanresources.com.au)  
 LinkedIn: <http://au.linkedin.com/pub/barry-jones/10/89b/932/>  
 Website: [www.thinkinghumanresources.com.au](http://www.thinkinghumanresources.com.au)

