

Wayne Noakes

BA (Sydney Uni)
Grad Dip HRM (Charles Sturt Uni)
Cert IV (Training & Assessment)

Background

Wayne is a senior HR professional who has managed and delivered HR services for leading corporate 'blue chips' such as Veolia Environmental Services, TNT Australia, St George Bank, NRMA Insurance, QBE Insurance and government departments such as Department of Foreign Affairs and RailCorp. With over 15 years experience Wayne as a senior manager has established award winning HR business units and services which have delivered major cultural change and enhanced organisations bottom lines. Wayne also has a strong operational management background having managed large Call Centre operations and sales/retail networks within the Insurance sector. He is a passionate innovative HR professional who brings strategic and pragmatic solutions to the table.

Experience

- Establishing 'green fields' national HR units in recruitment, learning and development , Employee Relations and generalist HR
- Managing major HR projects associated with HRIS, e-recruitment/ e-learning/LMS implementations and strategic sourcing of HR services
- Designing and delivering Leadership Development, Sales, Communication and Coaching training at all organisational levels
- Providing 'end to end' recruitment services from entry level to Executive in blue and white collar sectors
- Managing major company restructures (100-3,000 employees) and the cultural change management associated with them
- Developing Workforce Planning and Talent Management solutions
- Producing HR policies and position descriptions
- Providing Employee Relations advice and support
- Creating Performance Management and Career Development processes

Sector Experience

- Transport
- Environmental Services
- Construction
- Insurance
- SME
- Retail Sales
- Commercial Banking
- Not for Profit
- State and Federal government