

## **Sue Sherbud**

Consulting Associate – Strategy, OD, Performance and Remuneration

Sue has 20 years experience in the human resource field having worked for large, medium and small businesses in both the private and public sectors. She has a broad background that traverses strategic planning, organisational development, performance management, recruitment, learning and development, reward, process analysis, documentation and policy development. Sue has held executive management positions in Westpac, ACC, and Unisys.

She has designed and implemented many performance management systems. Two significant projects were for large organisations involving over 2500 staff. One of these companies was in the public sector. Both projects required Sue to lead the design of the performance management process, sell the concepts to management and then assist managers to implement the changes.

As a KPMG Culture Auditor and an HR Auditor, Sue has been called upon to assist organisations to critique the strengths and weaknesses of their human resource systems including performance management.

Having had direct responsibility for staff since 1994, Sue has practical experience to draw on when coaching managers in implementing successful performance management systems. She has managed up to 40 people and been responsible for 3000. Sue has first-hand experience in having to manage high performance, sub-par performance and the hardest of all, dismissals.

Sue is an experienced facilitator.

Some of the companies Sue has been involved with are: Westpac, ACC, Unisys, KPMG Peat Marwick, National Bank, ENZA, Radio New Zealand, BCL, Caboose Taupo Hotel, Bank of New Zealand, NZ Parliamentary Service, i-Management, Millbrook Resort, Hapuku Lodge and Progressive Enterprises.