



## Course Facilitator:

# Tom Raftery

- Over 30 years of experience in HR and Management
- Vice President Human Resources, ARC International Middle East
- Former Head of HR for a major division of British Aerospace
- Senior Manager at Arthur Andersen and Towers Watson
- Certified Trainer for SHRM & CIPD
- Director & Owner, “it’s all about People”, Dubai
- Holds degree of Master’s in Business Administration from University of Warwick

**Tom Raftery** has established a human capital consulting company – it’s all about people – based in Dubai, using his extensive experience in HR strategy, processes and systems, organizational design, leadership, change management, and compensation and benefits. Prior to this, he was VP HR for Arc International, the world’s largest glass and tableware manufacturer and was responsible for a workforce stretching from Japan to Africa, based in Dubai. Tom has over 30 years’ international HR experience and has spent over 18 years in the Middle East, including working at Board level with the Nazer Group in KSA and as a consultant with a local HR consultancy.

Tom was the head of HR for a major division of British Aerospace, and HR Manager for a subsidiary of Sedgwick Forbes based in Athens. Tom has extensive consulting experience gained working for Towers Watson, Meirc, Arthur Andersen and his own consulting company. This experience covers all aspects of HR, large change management projects, leadership development, and facilitation work with senior executives.

Tom is now focusing on Human Capital Consulting, that involves listening to and understanding the client’s needs and then developing appropriate solutions, along with the business case. This ensures that the solution adds value to the business.

Tom has a degree in industrial sociology, an MBA from Warwick University and a certified trainer for both SHRM and CIPD (Chartered Institute of Personnel & Development). He has presented at various conferences in Europe and the Middle East and is an engaging facilitator and trainer.