

# Michael Appleby – Markets and Growth Director



## Expertise

Target Operating Models, transformation and service improvement, organisation design and review, change, human resources, governance, service review, strategy development, market and competitor analysis, psychometric testing, project management.

## About

Michael is Market and Growth Director – responsible for the overall growth and development of our services to clients.

This includes opening up new market segments and services, client relationships and our market profile.

Michael has also leads our HR, strategy and transformation activities and has led the development and implementation of a number of transformation programmes for clients. This includes programmes being driven by the need to reduce costs, develop new operating models and respond to changing customer demands. Michael is an HR professional and a specialist in reward strategy, psychometric testing, organisation design and implementation activities. He is also highly experienced in areas such as governance and regulation, investigations, benchmarking, market & competitor analysis and organisation design.

## Altair Assignments

Recent projects that Michael has been involved in include:

- Development of a Target Operating Model for an ALMO
- Development of a new Corporate Strategy and Target Operation Model for an RP in the South West
- Advising on the HR aspects of a merger between two RPs
- A review of the culture of the HR, contact centre and finance teams of an RP based in the North
- Reviewing governance and executive structures
- Reviewing and developing a revised remuneration strategy for a large RP
- Ongoing advisory role to an RP's remuneration committee
- Operational health check on operations and asset management functions



## **Background**

Tribal - Senior Consultant

## **Publications**

'Board member pay: Principles and practicalities' for the National Housing Federation

'Lessons learned' report for Cosmopolitan Housing

'Future gazing, Future Shaping' reports setting out a vision for the future of the housing sector and documenting how organisations are currently transforming

