
PROFILE**Rosarii Mannion**

Experienced professional HR Director, working at Board level with a proven track record of achievement in a very large, complex, multi-cultural, media scrutinised and unionised, nationally distributed Organisation. (130,000 employees). A senior leader with excellent interpersonal and communication skills accustomed to working on own initiative and building and sustaining long-term professional relationships who is results driven and committed to ambitious standards of performance. All the above underpinned by a passion for coaching and the development of coaching cultures, energy, enthusiasm, persistence, political awareness, excellent negotiation skills, strategic thinking and a focus on implementation and delivery. A very proud ICF Professional Certified Coach the values of which underpin my attitudes and beliefs.

Currently on a 2 year career break from work

CAREER HISTORY

National HR Director HSE**August 2015 – September, 2020**

Designed, launched and implemented the first Health Service People Strategy in Irish Health Service for 130,000 staff.

- Lead negotiator during Public Sector Pay Talks (Public Sector Sustainability Agreement) seeking efficiencies and modernisation of the Health service delivery organisations (HSE and funded agencies employing 130,000 staff nationwide) working on securing very significant concessions from the Trade Unions in relation to rostering, skill mix, restructuring including the establishment of new hospital and community groups
- Extensive knowledge and experience of successfully dealing with Government Departments, Oireachtas Committees including the Public Accounts Committee, EU Commission, Regulators, Trade Unions, the Media, including live interviews with RTE and other media outlets.
- Strategic lead on a new change Model for the Health Service – Peoples Needs Defining Change which is endorsed by Trade Unions Partners and is now being adopted across the Public Service
- Strategy lead on the design and implementation of the new Health Services Leadership Academy which will address leadership required to successfully implement the recently published 10-year health strategy with the establishment of local decentralised Hospital and Community Groups and the reconfiguration of the HSE to a much leaner and more strategic and commissioning Body.
- HSE lead with the World Health Innovation Summit
- Represented the organisation at EU meetings on various HR matters including adherence to European Working Time Directives
- Individual budget responsibility for €85 million which involves ongoing negotiation with suppliers, educational institutions to ensure efficiencies and value for money.

Director of HR**RCSI Hospital Group****2015**

- Assigned as the new Group HR Director for the RCSI Hospital Group from February to September 2015 to assist with the establishment of new Hospital Group.
- Worked on sourcing and inducting new multi-disciplinary Management Team including designing leadership and OD Programmes, team development, succession management programmes and other HR interventions.
- Lead on establishing HR Strategy for the Group focussed on identifying efficiencies and improvements in practice across the Hospital Group

Assistant National HR Director**Dublin North East****2006 – 2015**

- Successfully led the implementation of National Pay/Reform/Modernisation Agreements (Haddington Road and Lansdowne Road Agreements) which generated major efficiencies and “doing more with less”.
- Strategic director working with HR Directors across the Northern Ireland Western Health and Social Care Trust, West, the Southern Health and Social Care Trust and HSE West on developing and introducing a coaching and mentoring programme in Dublin North East region.
- Established the very successful Dublin North East Management /Union Forum as an overarching framework for consultation and managing and implementing change in the Region.

General Manager HR**North Eastern Health Board****2002 - 2006**

- Responsible for Resourcing, Redeployment, Workforce Planning, Employment Control

- Travelled to India as part of recruitment campaign to select staff to work in the Irish health service and managed induction process to Irish health service

1996 – 2001 *Various roles in IBEC, Beaumont Hospital and the Midland Health Board.*

Experience relevant to serving on ICF Global Board for Coach Practitioners

- In 2018 HSE successfully achieved the ICF Global Prism award for coaching.
- In 2016 received the ICF Business/Executive Coach of the year while the HSE received the Organisation Coaching Culture Award.
- In my current role I am required to contribute to the strategic plan and agenda, shaping the culture, anticipating challenges, identifying solutions, thinking laterally and suggesting better ways of doing things.
- I led on the design and implementation of the first **Health Services People Strategy, 2015 - 2018.**
- Good relationships among employees can lead to improved teamwork and, in turn, to a more responsive client/patient-focused service. In recognition of this I have supported the **National Staff Engagement Forum**, which is representative of all locations and grades within the organisation and have recently launched an engagement framework for the organisation.
- Working with key strategic partners I have driven implementation of the **Health Service Leadership Academy.**
- Recognising the importance of listening to staff I managed the organisation wide 2018 Health Service Staff Survey **Your Opinion Counts** with 20,000 responses
- HSE lead working with the **World Health Innovation Summit** engaging with international agencies to identify areas of best practices and innovation to improve health services.
- A member of the **Co-Lead Programme Advisory Group** working with international experts in relation to cultural change programmes.

EDUCATION

- BA, H Dip, MA, M Sc
 - Diploma in Mediation – IPA - 2006
 - Diploma in Leadership & Executive Coaching - PCC standard
 - Building, Developing Sustaining Improvement Programme – RCPI – 2017
 - Diploma in Human Rights & Equality
 - I am currently undertaking a PhD in Coaching
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PRESENTATIONS & Contribution to industry conversations

HMI Conference Key Note - RDS, September 2015
 RCSI Millin Meeting – HR in Health, November 2015
 Speaker IRN Conference – UCD, March 2016
 Panel member DG Masterclass – Convention Centre 2015 and 2016
 ICF Irish Chapter keynote speaker 2016
 Speaker International Integrated Conference March 2017 UCD
 Panel Member IMI Talent Management Seminar 2017
 Speaker DPER annual conference – Creating 2020 – May 2017
 Speaker WHO Global HR Conference November 2017
 Panel member EY November 2017
 Speaker People Summit Aviva November, 2017
 Panel member IITD Conference December 2017
 Panel member IMI January 2018
 Speaker PAI Annual HR Conference January 2018
 Contributor to DCU Brexit Institute Panel May 2018
 Speaker at Future Health Summit May 2018 Value of Coaching
 Guest lecturer on RCSI, Trinity Masters Programme & IMI Leadership Programme
 Guest lecturer with Defence Forces Cadet Training Programme
 Blogs - “Fed up and want to Find the Right Job” and “Being Work Ready for 2018” for *Women’s Inspire Network*

Have hosted live twitter chats on IrishMed Social Media on burnout, diversity equality and inclusion and flexible working

RECOGNITION

Received Zenith Global Award in London - October 2017
ICF Presidents Award HR HSE - December 2016
Awarded ICF Leadership & Executive Coach of the Year Award - December 2017
Awarded Leadership Fellow St. Georges House
Led HSE to receive Prism Global Recognition ICF Coaching Award 2018
Legal Island - HR Leader of Year 2018
