

# Advisory Council Profile



## Richard Holm

Collaborative Working Lead, QinetiQ

Richard has had one of those interesting careers that spans many industries and roles, including working successfully as an HR consultant, lawyer and a Yacht Master instructor. The common thread between them all is a desire to continually improve himself and others, in each environment he works in.

His professional passion sits across the axis of 'people', 'change' and 'performance' for both individuals and organisations. It is therefore no surprise that he was appointed the Group Collaborative Working Lead for QinetiQ, in a role that is designed to help the company, and its employees, appreciate the value they create through collaboration (one of the company's three corporate values).

He is leading QinetiQ through their audit programme to attain ISO44001 ISO certification, and more importantly to ensure that in doing so it supports the organisation's performance transformation activities. Collaborative Working is a core part of the organisational development actions, which sustain a 'High challenge - High support' inclusive work space. Ensuring that QinetiQ continues to lead customers, delivery partners and its supply chain to a greater collaborative performance.

In addition to this day job he is also the co-chair of the company's 'Gender Balance Group' and is a D&I Champion, drawing a clear parallel between 'Inclusion' and 'Collaboration' as a mechanism for creating sustainable high-performing environments.

QinetiQ is an innovative FTSE 250 company in the defence & aerospace sector. Adept at creating, testing and training sovereign nations' defence capabilities, its track record is one of a growing and highly innovative business, with a highly respected, world class, scientific and engineering delivery capability.

In his personal life Richard's time is often occupied by his 'project' home, his other three 'projects' (one daughter and two sons) and, when he can, playing or coaching Hockey.