



Julie Stayte

Founder at Ideality Consulting Ltd, Exec Coach & Portfolio HR Consultant

CONTACT DETAILS

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WEBSITE

<https://www.linkedin.com/company/ideality-consulting-ltd/about/>

MEDIA COVERAGE

- Show #69: Encouraging Employee Voice at Volkswagen Group And FS <https://engageforsuccess.org/show-69-encouraging-employee-voice-at-volkswagen-group-and-fs>

SKILLS

- Executive Coaching
- Talent Management
- HR Consulting

CAREER OVERVIEW

- Julie began her career in various HR and Operational roles within the retail and hospitality sectors.
- After progressing through these roles, in 1998 Julie began as Regional HRD at Hilton Hotels UK & Ireland.
- Julie then became Group HRD for HR Owen Plc in 2003.
- Following this, Julie developed Ideality Consulting in 2005.
- In 2011 Julie took on the Chief HR Officer role at Volkswagen Financial Services, before returning to her own business as Founder & Director in 2020.

Ennis & Co were delighted to welcome Julie Stayte, former Chief Human Resources Officer of Volkswagen Financial Services, as an Associate of the business from 3rd August 2020.

Julie possesses a wealth of experience in commercial HR and has operated within demanding, fast-paced customer centric environments including financial services, retail, hospitality, aviation, and manufacturing. As Chief Human Resources Officer for Volkswagen Financial Services, Julie partnered with the company's CEO and CFOs, alongside the executive team, to drive and support both transformation and organisational change both in the UK and as lead for some Global projects. Her high levels of integrity, trusting – and appropriately challenging – nature is coupled with a deep and genuine understanding of people within organisations of all sizes.

Julie is now a consultant in her own right for her company Ideality Consulting Ltd, helping to deliver a mixture of coaching, interim and HR consultancy projects for clients seeking a strong and trusted advisor. So, we decided to take a little time to find out more about Julie and her journey to where she is now – and what the future may hold...

How has the past year changed your views on working?

"As 2020 came to a close, I found myself reflecting on a year full of challenges and gifts, and mostly found myself grateful and appreciative for the years I have worked in great businesses with fab people and how these experiences have shaped me, though I still continue to learn and grow!

The sadness of losing several loved ones over the past two years alongside other challenges, made me pause and give thought to what I wanted to do and how I wanted to do it, and after nine amazing years at VWFS I made the decision in July to leave my corporate role as Chief Human Resources Officer at VWFS to enable me to start my own business delivering what I'm passionate about, which is coaching and mentoring, employee engagement and supporting business with their transformation journeys building on culture and values."

How have your values changed?

"I suppose the key here is it has been less about "change" and more about them becoming more deeply entrenched" says Julie. "I have increased recognition and appreciation that when my own values – Generosity, Integrity, Kindness and Passion – are crossed, there is an impact on my energy and a need to question the purpose of what I am doing, ensuring that this doesn't compromise the work I am delivering for a client and/or doesn't give rise to judgement. Working for myself

gives me the opportunity to focus on both the work I do and the people I work with in both a collaborative and constructively challenging way, I love facilitating both business and personal growth."

What does a typical day look like for you?

"Exercise! I am not a crazy "gym bunny" and certainly will not be running a marathon anytime soon – or ever!! – but a short workout or a brisk walk is key. I have only really started factoring in daily exercise recently and it has made a huge difference to both my physical and mental wellbeing, something I know very much resonates with my Associate colleague Becky Scott, it is amazing how much physical exercise creates higher levels of energy, clarity of focus, alongside sense of achievement.

"I also like to take the opportunity to check in on both National and International news. It is good to keep aware of what is going on in the world, the recent US Elections had me glued to the screen!" says Julie. "Typical days can be a mixture of client delivery, coaching, research and business development, but what does remain constant is the time I make to ensure that learning takes place, be it through conversation, reading, study or sharing experiences within my network, my hunger for learning and experiences is unsatiable."

What are you most proud of in your career so far?

"Having been told very early on in my career that due to a lack of University education and qualifications that I would not go far, I was devastated!" said Julie.

"Thankfully, I was very fortunate to find a great female mentor who completely "undid" this situation and helped accelerate my career because she believed in me and my potential and encouraged and ensured that I mirrored that in my own self-belief. This was a huge turning point in my life."

"I have immense pride in the teams I have created, been welcomed into and/or have worked with over the years, and rightly or wrongly I have always trusted my gut instinct on people, it's been so rewarding to have been given the opportunity to support others on their journeys."

"Some feedback that I very much valued was from a previous CEO, who said that what he really appreciated

from me was the enterprise-wide commercial contribution I gave to the business rather than just purely from an HR perspective, and that meant a lot."

Is there anything you would have done differently?

"I really wish I had had more self-belief and self-respect, although I believe this comes with some wisdom and experience" says Julie.

"I also think it is important to challenge inappropriate behaviours and not just accept them, or become a victim of them. It is also vitally important to recognise that you do not have to know everything about everything, but be able to ask the right questions to help you understand and put into perspective."

What are you most looking forward to in your career?

"It really is about being able to focus on doing what I love doing" says Julie. "I look forward to growing my capability and continuing to enjoy and create learning opportunities. Within this, I also want to enable others to help shape their own futures."

"What really strikes me about this year is an increasing recognition that a positive work/ life balance is the way to not only support individuals with personal needs but also a huge opportunity to drive efficiencies, and I look forward to working with businesses and individuals in helping them achieve better balance.

What would your advice be for the future, both career-wise and in general life?

"I think it is vital to be true to yourself" says Julie. "Staying true to your work ethic and personal values will always help support success and happiness. Believe in yourself and bring your whole person to whatever you do in life, embrace the opportunities that come your way, and do not be afraid to create them either. Take each day as a learning opportunity, and with that, be prepared to flex, adapt, and embrace change. Future-proof yourself, the skills of yesterday and today may not be the ones needed for future achievement – whether that be professional or personal. Take what opportunities you can, use what you find, stand tall on your lived experiences and above all, stay curious and have fun..."

"Be bold enough to use your voice, brave enough to listen to your heart, and strong enough to live the life you've always imagined"