

## Contact

[www.linkedin.com/in/ben-thornton-486b781](https://www.linkedin.com/in/ben-thornton-486b781) (LinkedIn)

## Top Skills

HR Transformation

Change Management

Organizational Design

## Languages

English

# Ben Thornton

Partner at PwC, helping HR leaders to have light bulb moments connecting people & technology to make lives better.

Greater Brighton and Hove Area

## Summary

I believe that people are at the heart of business success. This drives my passion for what makes business successful and to support leaders on doing the right things for success. In an age of digital disruption HR has consequently never had a bigger role.

I help HR leaders to think through, justify and deploy creative solutions to these challenges. I can resourcefully drive change programmes to deliver business results by transforming key people processes, operating models and technologies.

Operating at Board level I bring my experiences of successfully managing `difficult change environments where cultural or behaviour change is essential. I am a veteran of over 15 enterprise application deployments including SuccessFactors, Workday and Oracle.

I am very fortunate to spend my days (and some nights) having conversations with interesting people on topics they feel strongly about. I am inspired by open and honest conversations and have been fortunate to develop deep relationships with the leaders and their teams on whose transformation journeys I have been fortunate to be part of.

I love connecting people and facilitating “aha” moments that come from working with passionate people who care about making their functions and businesses better places to work.

Common Misspellings: Ben Thorton James Thornton Ben Thompson Neb Thornton

Specialties: HR Transformation, technology enabled HR Transformation, HR Technology, HR SaaS, SuccessFactors, HR Capability Development, HR Service Delivery Models, HR Shared

Services, Lean Servicing, Organisation Design, Leaning Services, Recruitment Process Outsourcing, Payroll Transformation, Business Case development, Case for change, Sourcing Advisory, outsourcing evaluation.

---

## Experience

### PwC

11 years 4 months

#### Partner

July 2018 - Present (5 years 6 months)

London, United Kingdom

#### Director

September 2012 - June 2018 (5 years 10 months)

London, England Metropolitan Area

I help clients achieve me through the people they employee which often means focusing on the people processes and the outputs of HR.

### Atos Consulting

#### Associate Partner

May 2008 - August 2012 (4 years 4 months)

I work with clients to help them address the people aspects of business transformations. My particular specialism is Human Resources and I am intrigued to learn about the different ways that HR functions assist their business to align people to execution.

### Aon

4 years 11 months

#### Exec Director, HR Shared Services, EMEA

August 2007 - April 2008 (9 months)

I was responsible for the scoping and feasibility phase of an EMEA wide HR Transformation and HR Shared Services project across EMEA.

#### Executive Director

June 2003 - August 2007 (4 years 3 months)

Lead the definition of the diversification strategy for Aon Consulting through the articulation of a non Employee Benefits product and services roadmap. Lead the integration of WfF and then lead the HR Services Division with a dstrong focus on business development.

Water for Fish  
Managing Director  
2005 - 2007 (2 years)

Lead the WfF business and its integration into Aon whilst delivering its annual business plan.

Aon Consulting HR Solutions  
Managing Director  
2003 - 2007 (4 years)

I lead the development of the non Employee Benefits Division of Aon Consulting. There was a strong focus on business development and we successfully grew the business organically and through acquisition which saw the purchase of WfF and its rapid integration into Aon.

Aon Limited  
Director of HR Direct  
1999 - 2003 (4 years)

Lead the transformation of the UK HR function and the implementation of a new business partner model. Established, expanded and then consolidated the HR Shared Services Centre for the UK business which at its peak looked after 20,000 employees, processed 70,000+ transactions paying out £350m pa.

Deloitte Consulting  
Manager  
September 1995 - September 1998 (3 years 1 month)

Run a number of HR Consulting assignments including 12 ERP implementations.

Bain Hogg  
Manager  
September 1990 - September 1995 (5 years 1 month)

Lead a HR team providing a full operational HR service to the London operations. Lead the HR M&A team focusing on pre and post deal HR/workforce issues.

Eastern Electricity  
Personnel Officer  
1988 - 1991 (3 years)

Operation HR position providing generalist HR support to all HQ functions. Specialist placements in Industry Relations, Learning & Development and HRIS.

---

## Education

University of Warwick - Warwick Business School

MBA, Business Administration and Management, General · (1994 - 1995)

Lancaster University

BA, Sociology · (1985 - 1988)