

Martin Tiplady OBE CCIPD

Managing Director, Chameleon People Solutions Ltd

Martin Tiplady is an experienced senior consultant as well as the former Director of Human Resources of the Metropolitan Police – a position that he occupied for eleven years – and Vice President and a Chartered Companion of the CIPD, the professional HR Institute. During his time as Vice President, he carried portfolio responsibility for Diversity and Inclusion. He is the founder and Managing Director of Chameleon People Solutions Ltd – a respected HR and Management consultancy. Chameleon works closely with three other HR consulting companies – The HR Lounge Ltd, Sheridan Worldwide and Organisational Shakers Ltd. He is a qualified mediator.

His background is as HR Director in both commercial and public sectors, experience gained in working in FTSE 100 as well as some significant public sector organisations in the UK. In particular, he occupied HR Director roles in The Berkeley Group plc, The Housing Corporation and Westminster Heath Care plc before his time in the Met. He has undertaken many organisational design and restructuring assignments, investigations, and mergers. He is respected as someone who quickly grasps a brief, liaises well with stakeholders and understands their issues and cuts to the chase with his proposals. He is a coach to a number of Chief Executive Officers, HR Directors and other leaders.

His principal expertise is in the area of Organisational design and development, Employee Relations, Investigation and Mediation, Organisational Change and Management of Change. He was – until recently - a leading member of the UK Police National Pay and Conditions Board and is in demand as a contributor, speaker and commentator on governmental employment policy and HR, Leadership, Organisational Development, Employee Engagement and Diversity. He has participated in several government think tanks on employment policy and is a feature writer in the HR press. Martin is an experienced negotiator with the Trades Unions.

Martin was – until October 2023 - the Senior Independent Director and Vice Chair of Midland Heart Housing and chaired their Audit and Risk, Remuneration and Pensions Committees. Also, he was a Non-Executive Director of Roffey Park Business Institute in Sussex and a Trustee of The University of Westminster and Board Member of Job Centre Plus.

Martin is often used by a regulator to trouble shoot and intervene in failing organisations and recently completed a year-long appointment to a Board of such a group that had received the most damning regulatory report and was personally credited with turning their fortunes around. He is a very experienced investigator and has led major investigations at the most senior levels of both commercial and public sector organisations.

He is an experienced investigator and mediator and brings stature and gravitas to the assignments that he conducts. He possesses a calmness that enables him to weave his way through the most tricky and sensitive of employment issues.

Martin Tiplady is acknowledged as a leading professional in the HR Industry and has received several awards for his work. He has received several personal awards including the coveted HR Director of the Year from The Daily Telegraph. In 2010, he was awarded an OBE for services to Human Resources and Policing. Recently, he was named as one of the most influential people in HR today.