

Consultant profile – Kiran Elliott



Overview

Kiran Elliott is a Chartered Fellow of the CIPD (FCIPD) with over 30 years' senior HR leadership experience, gained across a range of sectors including hospitality, early years nurseries, charities and SMEs. She has held senior HR roles with well-known brands such as Marriott, Premier Inn, Travelodge and Greene King, and has extensive experience partnering with Boards, senior leaders and owners to deliver pragmatic, people-centred HR solutions that support business growth and performance.

Kiran is commercially astute, highly credible and trusted for her calm, balanced and practical approach. She combines deep technical HR expertise with a strong understanding of operational realities, enabling her to deliver solutions that are compliant, proportionate and aligned to organisational culture and values.

Key areas of expertise

Advice and support on:

- HR audits
- Policy and contract drafting, review and implementation
- Employee relations case management (discipline, grievance, absence, performance, capability)
- Performance management frameworks and capability building
- Organisational change, restructuring and consultation processes
- Leadership and line manager development
- Recruitment and onboarding processes
- Probation and early-tenure performance management
- Talent management
- Absence management
- Appraisals and performance management
- Inclusion, well-being and employee engagement
- Generalist HR support for SMEs and charities
- Acting as a trusted fractional HR partner

Career highlights

Prior to launching her own consultancy, **Flourish HR & Coaching**, Kiran spent over two decades in senior HR roles within complex, fast-paced environments. Her background includes leading HR functions in large, multi-site organisations as well as supporting smaller, growing businesses through periods of change and scale.

She has partnered closely with Boards and senior leadership teams on people strategy, culture, retention, organisational design and risk management. Kiran is particularly experienced in environments where operational delivery, people capability and commercial outcomes must work hand in hand.

Since establishing her consultancy, Kiran has supported a wide range of clients as a retained and project-based HR Partner, providing hands-on, practical HR support while building internal capability and confidence within leadership teams.



Testimonials

'I've had the privilege of working closely with Kiran through Crack On Coaching as we collaborated on a range of leadership and development initiatives for Wells & Co. From day one, Kiran has shown an exceptional level of commitment, always bringing a positive and proactive outlook to every project. Her ability to blend professionalism with a genuine care for people has been a standout quality.

Kiran's enthusiasm for building a strong and engaged team culture is contagious. She has an innate talent for motivating those around her and creating an environment where individuals feel valued and supported. Her positive energy, combined with her strategic approach, has been instrumental in driving the success of our programmes together.

As Kiran embarks on her new journey with her own HR consultancy, I have no doubt she will bring the same passion and expertise to her clients as she did at Wells & Co. Wishing her every success in the next chapter—she is an outstanding professional and will undoubtedly make a significant impact in her new venture.'

Jon Saunders, Crack on Coaching

'I've thoroughly enjoyed all projects Kiran and I have worked on together. Kiran's warmth and natural ability to make people feel at ease make her a pleasure to be around, and her strong collaborative spirit means project work is always fun, inclusive and fulfilling. Kiran has a real knack for recognising strengths you didn't know you had, and bringing them out of you. When working on a project with you, Kiran will make sure you feel empowered, supported and valued.'

Sophie Diab, Talent Development Partner at Moto Hospitality

'I worked alongside Kiran for many years and found Kiran to be a highly skilled HR professional. Kiran always has a strong strategic lens on all situations, and gives great opinions that challenge your mindset. I really appreciate the years we worked together.'

Neil Gregory, Head of Operations, London at Greene King

'Kiran was hugely professional during our time working together and is a very experienced and strong HR partner. Would highly recommend.'

Andy Simmons, Head of Operations, Metropolitan Pub Company Pubs, at Greene King

Qualifications, training and professional memberships

- Chartered Fellow of the Chartered Institute of Personnel and Development (FCIPD)
- Level 5 Qualified Coach
- Accredited in a range of psychometrics and diagnostic tools (including Insights Discovery, DISC and Motivational Maps)