Henley Business School
UNIVERSITY OF READING

Leadership of Change Special Interest Group:
The Rate of Learning and Development to Match Periods of Rapid Change?

Peter Kay



Peter is Head of Learning & Development (L&D) for Tarmac, the UK's leading sustainable building materials and construction solutions business. He is responsible for Tarmac's Learning & Development Strategy, aligning activities to support the businesses strategic priorities. His team works to ensure Tarmac's L&D practices, from knowledge acquisition to application, promote and recognise reflective practices through work-based learning. Peter is also responsible for Tarmac's early career strategy and plays a leading role in establishing industry relevant apprenticeship standards.

Prior to Peter's current position he has had responsibility for L&D, organisational development and talent management within divisions of the business. Previous roles were in chemicals manufacturing working for Courtaulds PLC, Akzo Nobel and Celanese Corporation in Operational Management, Change Management and HR Business Partner roles. He is also an associate lecturer at the University of Derby.

Peter is married with two children 22 & 20 and when he's not working and enjoying time at home he plays an occasional round of golf and going to sporting events.