



## press release

### **Biographies**

#### **Andy Macleod**

Andy has over 20 years' experience in internal communications, including 15 years as a senior in-house professional and five years specialising in communications recruitment. He is a respected leader within the UK communications recruitment industry and has since 2014, placed over 100 permanent, FTC and interim communicators in Pharma, Financial Services, Professional Services, Retail, Energy, Oil/Gas and Education. Andy specialises in mid to senior level roles for organisations large and small, across internal, change and corporate communications.

Andy loves supporting organisations with a whole range of challenges, whether it's an urgent interim requirement or a search for an important new permanent hire. With extensive experience in internal communications, Andy and the team at Comma can also resource any wider challenges you may be facing - for example, auditing your IC function, up-skilling your internal communications team, or training, coaching or mentoring your leaders or line managers to become better communicators.

Andy runs regular round table sessions for senior IC pros and also leads a LinkedIn group to support internal communication professionals and their mental health. He also has a keen interest in the wider employee experience, something we know organisations are developing at pace on the back of the Covid-19 pandemic.

Currently based in SW London, Andy enjoys live sport, live music, travel, politics, good food and regular trips to see friends now based all over the world!

#### **Virginia Hicks**

Virginia began her career with the International Tennis Federation where she travelled extensively before moving into sponsorship with Alan Pascoe Associates where her clients included Pearl Assurance, Kodak, TSB and Land Rover.

Virginia moved out of sponsorship and began her 20-year career in communications with the high street retailer, Radio Rentals, during the retailer's demerger from Thorn EMI in 1999. After a

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turbulent year in the corporate centre of the newly listed Thorn PLC, Virginia supported a strategic review which resulted in redundancies all round and the demise of Thorn as it was absorbed into Nomura.

Soon after, Virginia Joined Glaxo Wellcome's new manufacturing division as it too underwent a strategic review and within a year the company became GSK following a merger with SmithKlineBeecham. Virginia moved to Marks & Spencer as its first Head of Internal Communications and led the internal communications team while managing multiple communications change agendas, recovery from a downturn and a sudden leadership change in 2004.

After a spell as an interim with Network Rail and Unilever, Virginia was invited to set up an interim business with Colette Dorward as part of Comma Consulting, which specialised in strategic communications.

Since 2011, with its new name, Comma Partners has been owned by Virginia who has seen her initial list of candidates grow from 25 into hundreds, and an impressive client list of FTSE100, international businesses, top-end communications consultancies and professional services. Her favourite job yet, Virginia celebrated ten years in this business with clients, candidates and friends of Comma back in 2017.

Now living in West Sussex, Virginia has settled into a more rural lifestyle while maintaining close links with London. Virginia is a hands-on mum who enjoys her husband's excellent cooking, loves fine wine, theatre, Pilates, Tai Chi and sailing with lots of time dedicated to a new vegetable garden, house renovation and other family businesses in rugby ball replica lamps and snake breeding.

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