



## The HR Influencers Club

As an ambitious and successful HR Professional of an established organisation, the challenges of navigating the ever more complex HR challenges have never been greater. The pressures to succeed in your role as an HR professional continue to grow alongside the magnitude of an ever changing business landscape. The HR Influencers Club is here to help you continue to grow and develop your skills as an HR professional and manage the ever changing world of HR, keeping abreast of important legal changes and emerging HR trends and best practices.

## Who is the HR Influencers Club for?

The HR Influencers Club is an “invitation only” club specifically designed for ambitious HR professionals in an HRD, HRM, HRBP, Talent Management or People and Culture role within an established business. Despite previous successes in your HR career, you’ll be acutely aware of the increasing;

- magnitude and complexity of HR decisions, particularly strategic ones
- stakeholder pressure for bigger and better HR results year after year
- Competitive and volatile economic and political influences impacting the world of work and therefore the HR profession
- threats to the traditional, tried and tested HR approach

Our HR Influencers Club is specifically designed to help you navigate the changing and challenging world of HR. You’ll be part of a confidential advisory group made up of your peers from other organisations, as well as our experienced HRD’s, Coaches and our employment law team at Freeths in Oxford.

Led by one of our team, you’ll work together at each meeting on a particular area or challenge within HR, where we will share our expertise, and the latest insights and trends to help you solve the more complex HR and people challenges in your business.

## What will I gain from being in the HR Influencers Club?

In addition to the advice & support of our experts, you will benefit from further insights and advice from a panel of HR leaders and influencers who will be specifically selected to mirror the challenges within HR and the overall group.

These interactive and engaging meetings will be a mix of learning and development, strategic problem solving, peer to peer support and networking.

Furthermore, you’ll also receive a 1:1 coaching session to help you focus in more detail on your specific challenges and unlock your own potential as an HR leader.

- ✓ Awareness of leading HR best practices and emerging HR trends
- ✓ Employment law updates and evolving case law to help you make the right people policy decisions for your organisation
- ✓ Access to our legal team at Freeths in Oxford at each meeting to discuss and resolve any complex employee issues
- ✓ A trusted advisory group of experienced HR Directors and coaches to help you solve and work through your current HR issues
- ✓ Develop your commercial know how to demonstrate the value of HR to the business

- ✓ The skills and confidence to ensure you have a voice within the business or a seat at the board room table in your HR role
- ✓ Your very own trusted advisory group of local HR professionals to use as a sounding board for your ideas
- ✓ A private Facebook group to post any queries, questions or articles of interest to the group.

## Who are we?

We are all experienced HR Directors and business professionals and between us, we have over 150 years of HR and business experience at Director level and all of us have managed and coached HR and business teams to succeed.

We keep our HR Influencers groups small (a maximum of 20 people per group) so that there's plenty of interaction and opportunities to discuss and debate issues and learn from each other as well as from our talented team. This program runs with 6 meetings over the course of a 12 month period – June to June each year.

The meetings are held between 10am-12pm on the dates below via Zoom. The agenda will give you time for reflection, strategic thinking, personal development support and thought leadership from HR, Business and Employment Law experts.

Investment Levels	Cost
To attend all 6 meetings in 2021 / 2022	<p>To attend each meeting is free of charge.</p> <p>All we ask is that you turn up on time and respect our “Chatham house” rules, as each attendee may wish to discuss matters that are sensitive or confidential.</p> <p>We want everyone to feel that they can actively contribute to our discussions and debates based on their experiences to make these events beneficial for all who attend.</p>

Date & Topic	What will you learn and be able to do?
<p>18<sup>th</sup> June 10am – 12pm  <b>Employment Law Principles</b></p> <p>Emma Browning with Toni Hudson and Kirsty Darko from Freeths via Zoom</p>	<ul style="list-style-type: none"> <li>● Hear all about the latest legal updates or burning legal issues likely to affect you in HR</li> <li>● Work on case studies as a group to determine best practice approaches to real life ER issues with our Employment Lawyers</li> <li>● HOT Seat Peer session to solve your ER challenges</li> </ul>
<p>8<sup>th</sup> October 10am – 12pm  <b>Coaching Skills for HR</b></p> <p>Emma Browning via Zoom</p>	<ul style="list-style-type: none"> <li>● Learn and understand the fundamentals and benefits of coaching to influence and coach managers and leaders to deal with their people issues</li> <li>● Learn and understand how the GROW coaching model works</li> <li>● Practice your coaching techniques with qualified and practising coaches</li> </ul>
<p>3<sup>rd</sup> December 10am – 12pm  <b>Recruitment Masterclass</b></p> <p>Emma Browning and Helen Fallon Global CTS via Zoom</p>	<ul style="list-style-type: none"> <li>● How to create your employer brand to attract the best talent to your business</li> <li>● Creating a recruitment process that enables you to deliver a great candidate experience &amp; hire the best people</li> <li>● Honing your interviewing techniques to become a top interviewer!</li> <li>● HOT Seat Peer session to solve your challenges in recruitment</li> </ul>
<p>11<sup>th</sup> February 10am – 12pm  <b>Culture, Values and Employee Engagement</b></p> <p>Emma Browning and Tina Jennings via Zoom</p>	<ul style="list-style-type: none"> <li>● Understand what we mean by employee engagement and how to measure it</li> <li>● The importance of your business culture to employee engagement</li> <li>● Learn about employee engagement best practices in the UK</li> <li>● Creating an employee engagement strategy that works for your team/your business</li> <li>● HOT Seat Peer session to solve your culture or values challenges</li> </ul>
<p>8<sup>th</sup> April 10am – 12pm  <b>HR Adding Value to the Business</b></p> <p>Emma Browning and Cath Wilson via Zoom</p>	<ul style="list-style-type: none"> <li>● How does the HR function demonstrate their value to the business?</li> <li>● What should you be measuring to demonstrate the value you add to your business?</li> <li>● Creating a world class HR function and how to get there</li> <li>● Helping you to create your best practice HR function</li> <li>● HOT Seat Peer session to solve your HR function/HR team challenges</li> </ul>
<p>17<sup>th</sup> June 10am – 12pm  <b>Employee Wellbeing</b></p> <p>Emma Browning and Lisa Lloyd – via Zoom</p>	<ul style="list-style-type: none"> <li>● The foundations of a robust and meaningful employee wellbeing strategy</li> <li>● Demonstrating the commercial impact of employee wellbeing to the leadership team or the board</li> <li>● How do you create your wellbeing strategy</li> </ul>

## About our team of experts



### **Emma Browning** | MD of Meraki HR

- Chartered Fellow of the CIPD
- Postgraduate degree in HR and Masters in MOIC
- 14 years Sales and Operations experience
- 20 years in HR working for businesses large and small including some well-known brands like Porsche Cars and Harley-Davidson
- Winner of 2019 Woman Who Achieves Award
- Finalist in 2 categories of the Oxfordshire "50 to Watch 2019" Awards



### **Helen Fallon** | MD at Global CTS

- Award winning recruitment consultant
- Works with senior managers and business owners to recruit the best possible staff to help their businesses to thrive
- Over 20 years of practical experience providing a down to earth, realistic approach to recruitment
- Focusing on learning about client's culture, business plans as well as advising on job descriptions and recruitment campaigns.



### **Tina Jennings** | Culture Transformation Expert

- Chartered Fellow of the CIPD
- Proven track record in creating and implementing seamless change and cultural transformation
- Career has spanned sales, service, HR, Training and Coaching
- Over 25 years worked with leaders in multiple countries, functions, and industries, in hyper growth and downsizing moments, to understand and diagnose required change and business ambition



### **Rebecca Mander** | Performance Coach

- 15 years Board level experience and a skillful executive coach
- A qualified and AC accredited coach
- Helps clients improve performance and achieve their personal and professional goals
- Supports business leaders during personal setbacks
- A Fellow of the ILM; Cert. Person Centered Counselling, Warwick Uni; Cert. CBT, BPS accredited; Member of Association for Coaching (MAC)



### **Cath Wilson** | HR Director & Facilitator

- Chartered Member CIPD
- Member Association for Coaching
- Career has spanned sales, service, HR, Training and Coaching
- Wide range of businesses and sectors – Start-ups through to FTSE listed, high tech engineering and manufacturing, retail, fashion, digital, education, international development



### **Lisa Lloyd** | Chartered Psychologist & Psychotherapist

- HG.Dip.P, CPsychol, MSc., P.G.C.E., BSc.Hons,
- Specialist in mental health, wellbeing and getting workplace culture right
- Supports companies to create a culture that people enjoy and are proud to be a part of
- Being a chartered psychologist gives Lisa a point of difference to understand what's going on and enabling change
- An award winning, published, individual who has contributed to many sectors and platforms



### **Toni Hudson** | Senior Associate [Freeths]

- Qualified as a lawyer in 2015. A specialist in all aspects of Employment Law
- Particular expertise in advising clients upon Employment Tribunal claims, disciplinary processes, grievances, restructuring and redundancies and TUPE
- Successfully defended a constructive unfair dismissal claim
- Designed and advised on a redundancy programme of around 200 employees across 3 sites
- Achieved a strike out of a class action prior to a full merit hearing with a costs award of £4000



### **Kirsty Darko** | Associate [Freeths]

- Deals with all aspects of contentious and non-contentious UK employment law and practice
- Assists with the running of employment tribunal claims, drafting settlement agreements, drafting and auditing contracts of employment / director service agreements and related policies
- Provides training and workshops on all aspects of employment law in order to equip organisations with the knowledge and understanding needed to avoid escalation and protect their business and workforce from employment tribunal claims