

The HR Influencers Program

- Are you worried about what you can/can't do or say as you don't want to fall foul of employment law or put the business at risk of a legal claim?
- Do you find that you struggle to have a voice within the business or a seat at the decision makers table?
- Worry that you don't know enough about the business or have the commercial know how to demonstrate the value of HR to the business?
- Are your managers hiring the wrong people with the wrong attitude who just don't "fit" with your culture and values?
- Are you an experienced HR professional who wanted to find a trusted group of peers to simply talk things through with or bounce ideas off?
- Do you want to hear about leading best practices in HR from other HR leaders?

If one or more of the above statements apply to you, then you want to be an HR Influencer and we can help you! Our talented team of facilitators for this program have over 100 years of HR experience at Director level and have managed and coached HR teams to success. There is plenty of interaction and opportunities to discuss and debate issues and learn from each other as well as from our talented team of former HR Directors and Managing Directors.

So, whether you're an experienced HR professional looking to join a trusted peer group and learn from your peers or new to HR, then we've got you covered. You'll become part of a small but select group of HR professionals who want to gain the knowledge confidence and experience to manage all the day to day HR issues as well as understand how to become a true business partner and be seen as a value added person/function who can help the business achieve its goals.

The program will be held in a prestigious venue in the Oxfordshire/South Warwickshire area depending on delegate preferred locations.

Investment Levels	Cost
To attend all six workshops to give yourself the knowledge, skills and confidence to become a Highly Effective HR Professional which includes the completion of the Thomas International Personality Profile and feedback session – worth £300	<p>£3495 plus VAT which is invoiced in January 2021. All invoices are to be paid within 10 days of receipt.</p> <p>Or invoiced monthly at £350 per month in 2021. All invoices are to be paid within 10 days of receipt.</p>

2021	Topic	What will you learn and be able to do?
5th February	<p>Employment Law Principles</p> <p>Emma Browning and Christopher Sing from Freeths (specialising in Employment Law)</p>	<ul style="list-style-type: none"> • Understand the basic principles of Employee Rights and The Equalities Act 2010 • Work on case studies as a group to determine best practice approaches to real life ER issues with our Employment Lawyers • “Mock” Employment Tribunal • HOT Seat Peer session to solve your ER challenges
23rd April	<p>Recruitment Masterclass</p> <p>Emma Browning and Kerry Bonfiglio-Bains</p>	<ul style="list-style-type: none"> • How to create your employer brand to attract the best talent to your business • Create a recruitment process that enables you to deliver a great candidate experience & hire the best people • Understanding the benefits of using a competency based or values framework for your interviews. • Honing your interviewing techniques to become a top interviewer! • HOT Seat Peer session to solve your challenges in recruitment
18th June	<p>Coaching Skills for HR Professionals</p> <p>Emma Browning and Rebecca Mander</p>	<ul style="list-style-type: none"> • Learn and understand the fundamentals and benefits of coaching to help you to influence and coach managers and leaders to deal with their people issues • Learn and understand how the GROW coaching model works • Practice your coaching techniques with an experienced and qualified coach
2nd July	<p>Culture, Values and Employee Engagement</p> <p>Emma Browning and Tina Jennings</p>	<ul style="list-style-type: none"> • Learn and understand the importance of your business culture to employee engagement • Understand what we mean by employee engagement and how to measure it • Learn about best practice employee engagement best practices in the UK • Understand how to create an employee engagement strategy that works for your team/your business • HOT Seat Peer session to solve your culture or values challenges
3rd September	<p>HR adding Value to the Business</p> <p>Emma Browning and Cath Wilson</p>	<ul style="list-style-type: none"> • How does the HR function demonstrate their value to the business? • What should you be measuring to demonstrate the value you add to your business? • Going from Good to Great as an HR function and how to get there • Helping you to create your best practice HR function • HOT Seat Peer session to solve your HR function/team challenges
5th November	<p>What’s on the HR agenda?</p> <p>Emma Browning and Cath Wilson</p>	<ul style="list-style-type: none"> • In our last session we will identify with you as a group what your “hot topics” are and create your last workshop and peer to peer session based around your needs. We’ll find the best speakers to join us on the topic from within our trusted HR network and make sure you have the knowledge and confidence to deal with your “hot topics” and have an end of program celebratory lunch together too!

About our Facilitators



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 “50 to Watch 2019” Awards



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



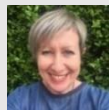
Kerry Bonfiglio Bains | Recruitment Strategist

- Over 20 years recruitment experience
- Specialises in working with growing businesses
- Expertise in creating a robust internal recruitment strategy and process that delivers tangible results
- Helps clients design and create their own recruitment strategy and processes that work for them
- Owns a successful recruitment agency and works on a consultancy basis



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 Centred 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



Christopher Sing | Partner – Freeths

- Partner and Head of the Employment Team across the Freeths' Milton Keynes and Oxford Offices
- Specialising in dealing with staff matters
- Trained as both a barrister and solicitor, hence able to offer a rounded service to clients, including advocacy in the tribunals
- Experience in dealing with sensitive or highly complex matters
- Track record of delivering satisfactory resolutions in high pressure situations often under time or budgetary pressures