

The HR Influencers Club

- Would you like to make sure your HR skills and knowledge of best practices and emerging HR trends are up to date?
- Would you like to update your legal knowledge with a team of experienced and human employment lawyers?
- Want to work with a group of experienced HR Directors to help you solve and work through your current HR issues?
- Would you like to improve your commercial know how to demonstrate the value of HR to the business?
- Do you need confidence to ensure you have a voice within the business or a seat at the board room table in your HR role?
- Do you want to find your HR Tribe? A trusted group of HR professionals to use as a sounding board for your ideas?

If one or more of the above statements apply to you, then you may want to join our HR Influencers Club!

We are all experienced HR Directors and HR professionals and between us, we have over 100 years of HR experience at HR Director level and have managed and coached HR teams to succeed. 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.

We have set up the HR Influencers Club for people working in HR who are serious about their role and their career in HR. If that's you, then you'll want to work with a group of like-minded HR professionals to learn about emerging best practices and HR trends, share ideas, expertise and knowledge as well as hear and learn about the latest employment law updates from our legal team; Freeths in Oxford.

We keep our HR Influencers Clubs small (a maximum of 20 people per club) 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 a year held between 10am-2pm and includes lunch. The meetings will either be held virtually or at Freeths in Oxford who are sponsoring the HR Influencers club.

| Investment Levels | Cost |
|---|--|
| To attend six meetings a year to give yourself the knowledge, skills and confidence to become an HR Influencer which includes the completion of the Thomas International Personality Profile and feedback session to support your ongoing personal development worth £300 | <p>£1500 plus VAT which is invoiced in June 2021. Going forwards, membership of the HR Influencers club will be invoiced each January.</p> <p>Or invoiced monthly at £249 per month from June - December 2021. Going forwards, membership will be invoiced monthly at £150.</p> <p>All invoices are to be paid within 10 days of receipt.</p> |

| Date & Topic | What will you learn and be able to do? |
|--|---|
| 18 th June Employment Law Principles Emma Browning with Toni Hudson and Kirsty Darko from Freeths Employment Law team | <ul style="list-style-type: none"> • Hear all about the latest legal updates or burning legal issues likely to affect you in HR • Work on case studies as a group to determine best practice approaches to real life ER issues with our Employment Lawyers • HOT Seat Peer session to solve your ER challenges |
| 2 nd July Recruitment Masterclass Emma Browning and Kerry Bonfiglio-Bains | <ul style="list-style-type: none"> • How to create your employer brand to attract the best talent to your business • Creating a recruitment process that enables you to deliver a great candidate experience & hire the best people • Honing your interviewing techniques to become a top interviewer! • HOT Seat Peer session to solve your challenges in recruitment |
| 10 th September Coaching Skills for HR Professionals Emma Browning and Rebecca Mander | <ul style="list-style-type: none"> • Learn and understand the fundamentals and benefits of coaching 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 qualified and practising coaches |
| 1 st October Culture, Values and Employee Engagement Emma Browning and Tina Jennings | <ul style="list-style-type: none"> • Understand what we mean by employee engagement and how to measure it • The importance of your business culture to employee engagement • Learn about employee engagement best practices in the UK • Creating an employee engagement strategy that works for your team/your business • HOT Seat Peer session to solve your culture or values challenges |
| 5 th November HR adding Value to the Business Emma Browning and Cath Wilson | <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 |
| 3 rd December What's on the HR agenda? Emma Browning and Cath Wilson | <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 Tribe

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



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



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 downscaling 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 Centred Counselling, Warwick Uni; Cert. CBT, BPS accredited; Member



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



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, grievance 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



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

