



Sustainable Growth

A fresh look at leadership
and people issues



The Development Programme for HR People



Objective


The objective of this Programme is to provide resources to help us:

- exert greater influence within our organisation;
- address the continuing pressure of working in a tough economic climate; and
- prepare for the future, by putting people issues firmly back on the Agenda.

Programme Structure

The Programme consists of four afternoon sessions from October to February, each running from 12:30 to 4:00. All sessions will be held at our Birmingham office.

The sessions will follow a broadly similar format with:

- an opportunity to network and share experiences and ideas over lunch;
 - a workshop facilitated by a chosen expert in the field of Leadership and Development;
 - a practical exercise based on a case-study; and
 - a workshop facilitated by a member of Anthony Collins Solicitors.
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Session 1: 'Wise before the event' 21 October 2009

Our programme begins with 'wise before the event'. We will explore what good HR looks like and how we can lead individually, and then influence the leadership team to take up and champion the people agenda in the current economic climate and beyond.

Our guest facilitator will be **Jill Garrett**, of LT Consulting Limited. Jill brings a wealth of expertise and experience in leadership development for both the individual and teams from her roles as a secondary head teacher in two large secondary schools, managing director of Europe for the Gallup Organisation and director of leadership development at Caret Consulting. She will lead a workshop on the role of HR in leadership and how HR Managers and Directors can maximise their leadership influence.

Chris Rogerson, heads the management team at Anthony Collins Solicitors and is a member of the senior partner team. As a learning development specialist Chris contributes to the strategic and cultural/community development of the firm as well as providing training and support for personal and team development.”

Session 2: 'Resolving conflict'

25 November 2009

Alex Smith, the founder of the Living Eulogy consultancy, will lead a Workshop entitled, "What seems personal is often not".

Inappropriate behaviour and bad working practices can have a significant, adverse impact on business performance. Avoiding the difficult discussion will not resolve the matter - conversely, a hasty and ill-thought out approach may just make the problem even worse. The objective of this Workshop is to help us develop practical strategies that deliver effective results.

During the course of this session we'll review a case study involving tricky legal issues where a conduct or capability issue becomes significantly more complex as a result of either a cross-grievance or a related sickness absence.

Finally, **Andrew Lancaster** will help us explore the principles of workplace mediation and how these can be applied to good effect on a day to day basis. Andrew is a Dispute Resolution Partner at Anthony Collins Solicitors, and a qualified mediator,

Session 3: 'When you're in the thick of it'

27 January 2010

We'll open this session by viewing the range of demanding legal and personnel issues that arise when redundancies loom on the horizon. We'll explore how to extract positive outcomes from the consultation process, and develop strategies that help protect the future performance of our organisation.

Our guest facilitator is **Kristina Turner**. Kristina is Managing Director of KJT Consulting Services Ltd. She has extensive local government, strategic HR and public communications experience at Chief Officer level. She will lead a workshop drawing on her experience in handling large scale restructures in the public sector. She will help you consider the key issues for HR in delivering an effective process which delivers sustainable outcomes.

Tony Hall, is a Partner at Anthony Collins Solicitors who specialises in personal injury and stress at work claims. Tony will close the session by providing us with some incisive observations concerning the importance of pastoral care to enhance performance and reduce potentially significant risks to our organisations.

Session 4: Planning for growth

23 February 2009

Our final session will be run jointly by **Colin Gaffney** and **Ian McGarry** of The Natural Learning Company, and **Simon Ramshaw**, the Partner at Anthony Collins Solicitors who heads up our Coaching, Mentoring and Training resource. The Natural Learning Company specialises in brain-based learning and leadership and Simon is both a qualified lawyer and professional coach who works with Boards, Executive Teams and individuals.

During the first part of this session we'll explore how lessons learned from the recession can help us plan more effectively for the future. We'll also identify strategies to help heal "wounds" quickly - restoring motivation and retaining the key staff who will be vital to maximising the full growth potential of our organisation.

Finally, we'll look at the recruitment of new employees, and how to spot talent as opposed to experience.

Cost:

Each session is £125 (plus VAT) per session or £375 (plus VAT) for all four. Places can be booked for all four sessions, or just those of greatest interest to you.

How to book:

To book your place please contact Simon Ramshaw on 0121 212 7431 or at simon.ramshaw@anthonicollins.com.

Bookings can also be made via our website: www.anthonycollins.com/events