

Presentations with **ice** – they're **i**nteractive, **C**hallenging and **e**ntertaining half day presentations for busy executives who want peace of mind about employment law issues, from a speaker who specialises in increasing managerial confidence about decisions with potential legal consequences.

Ken Allison has recently been described as 'the only person who can make employment law entertaining', and here's what just a few Chairs and members have said: -

'Great content and insights into employment issues from "Hiring to Firing", built around a storyline which really works. Delivered with authority, skill and good humour, Ken brings life to what many people think of as a 'stuffy' subject'.

'An extremely valuable session where Ken hit the spot by bringing life, energy and enlightenment to what could be a very dry factual session!'

'The best session for 3.5 years!'

'Many thanks for delivering such a great session to my Group in June. It is always rewarding to listen to someone so up to date and knowledgeable in their subject matter. The group were unanimous in their praise for your content and delivery, and gave you excellent marks.'

'11 out of 10!'

These workshops provide a high level executive overview which will enable members to spot the warning signs, assess risk, and engage more confidently with their professional advisers.

The 'take aways', with plenty of opportunity to deal with issues raised by the group, can include: -

Part 1...employment law for busy executives.

- ▀ the essentials of sorting performance, attendance and conduct
- ▀ understanding of the risks
- ▀ how to avoid an unfair dismissal claim
- ▀ getting the best from your advisers
- ▀ the do's and don'ts of recruiting
- ▀ do I need all this documentation

Part 2...commercialising employment law.¹

- ▀ how family friendly do you have to be
- ▀ discrimination – including the 'Dewsbury veil' and the 'BA cross'!
- ▀ terminations and protecting your business
- ▀ avoiding constructive dismissals
- ▀ moving the contractual goalposts
- ▀ the PAC revisited

The techniques

Exploiting illustrations from the BBC series 'The Apprentice', the presentations explore the topics in an interactive manner which will engage delegates in a lively debate involving case studies, small group discussion and practical exercises.

¹ In normal circumstances, it is recommended that Part 2 is scheduled 9 to 12 months after Part 1.

Introduction

Ken is a business orientated human resource and employment law consultant specialising in boosting individual and organisational performance by enabling managers and directors to act with confidence when tackling issues that may present potential legal problems.



The challenge

Despite government intentions, employment law has become increasingly complex. Employees can take their employer to 'court' without any costs, and with compensation awards now having exceeded £2 million, it is not surprising that managers can be nervous and fail to tackle issues effectively.

Solution

Ken specialises in exploding the myths and removing anxieties about employment law through his clear and lively presentations and training. As a result, managers and Directors then feel more confident to resolve practical people issues in the workplace, and take the necessary action in their business to avoid future problems.

Experience

Ken uses his understanding of managing businesses to show managers what they 'can do' rather than what they 'cannot do'. His unique proposition is that he combines a background in line management, corporate HR/Personnel, and seven years as a consultant with a major law firm, to deliver practical solutions that improve performance.

This experience, which has included providing a full range of personnel management services to small companies without their own HR manager, enables Ken to illustrate his presentations with real life examples relevant to a wide variety of enterprises.

He is also much in demand as a specialist speaker and trainer on issues of interest to HR professionals and employment lawyers, and has had articles published in People Management, Personnel Today, and Management Development International. He is the co-author of a guide to consultation in the workplace published by IDS/Thomson Reuters.

Ken has an 'MBA' from Manchester Business School and is a member of the Chartered Management Institute (MCMI), and of the Chartered Institute for Personnel and Development.

Style and approach

His lively presentations for directors and senior managers are entertaining, interactive, and often case study based. Ken addresses issues raised by the delegates, so that they go away with answers to questions that they are currently facing.

From boards of individual companies, through to major conference events, Ken's lively style has provided CEOs, Directors and senior managers with an opportunity to gain a quick overview of employment law, and enabled them to act with increased confidence when tackling issues at work, and protecting the interests of their business.



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