

ATKINSON

HR consulting

Helping create change, build capacity and drive quality around people management, performance and leadership in values-driven organisations across the UK.



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About Us

We offer a range of products to help you build your people management, performance and leadership. Some are included in this brochure, but for the full range of what we offer visit our website, call us, or get in touch on social media or email.

Our Values

Outcome-Focused:

Always focussed on creating change and delivering measurable outcomes that add value to our clients. We never leave a job half-done because 'the clock has ran out'.

Quality:

We will be clear about expectations and deliverables and our work will always be of outstanding quality - linked to external benchmarks like IIP, CIPD, ACAS etc where possible.

Sustainability:

We care about our clients' success in the long-term. Our work builds the capability and effectiveness of our clients, embedding learning, skills and capability to drive future performance.

Honest:

We are always clear about the organisational challenges, expectations and opportunities - so that our work delivers maximum impact for the client.

Pragmatic:

We offer advice, guidance and work that is practical and will make a tangible difference for clients, based on our experience. Our work is always grounded in the needs and best interests of the client organisation.



Virtual People Director

Are you a small- to medium-sized charity? Big enough to have at least 15 staff and a need to be proactive in your HR management - ensuring your people can be at their best? Do you sometimes have challenging or complex HR issues? But you're not large enough to afford your own HR Director?

We offer an outsourced HR Director service to bring strategic HR expertise and capacity to help you develop and implement an effective people strategy and strong HR practices.

Benefits:

- Free up time for the CEO and senior managers instead of getting dragged into reactive, complex HR issues.
- Specialist and qualified HR advice direct from an experienced professional.
- Be planned and strategic in dealing with big HR issues.
- Build the capacity and capability of your internal HR resource.
- Peace of mind of qualified advice on challenging and tricky HR casework or issues.

What is included?

- 12 days of on-site work per year to lead on key projects and stakeholder engagement.
- Regular business partner calls with CEO or another senior manager.
- Coaching and mentoring for in-house HR manager or administrator.
- 10-hours per month email or telephone advice on key HR issues / casework plus off-site project and development work.

Cost:
£1495 per month

360 Reviews

360s are a great way of developing leadership performance. They give a unique opportunity for colleagues to feedback to leaders in a structured and constructive way. They help leaders increase self-awareness and build a focused development plan. 360s can be useful for any leaders in your organisation including: CEO, senior leaders, trustees, senior volunteers and managers.

Our 360 review package is tailored for your organisation and focused on adding value and giving leaders practical and targeted feedback they can act on.

Our Approach

- We'll tailor your 360 survey around your specific needs. We'll take the time to understand you and can embed it around existing leadership frameworks or competencies.
- We'll design the survey and launch it in true partnership with you.
- We'll administer the process from end to end, making it as easy as possible for you to roll out for leaders.
- The 360 survey will be carried out using an online 360 portal. It's clean, simple and easy for contributors.
- Each leader will get an insightful report helping them to analyse the results and build a focused development plan.
- Each leader will receive a 2-hour feedback session with an experienced coach providing high challenge and high support to ensure they target the feedback areas that will make the biggest difference.

Cost:

£895 (for 1 leader)

£745 per review (for 2-5 leaders)

£595 per review (for 6+ leaders)

Action Learning for Leaders

Being a leader can be lonely. Action Learning provides a tool for leaders to share major challenges and problems in a peer environment and receive group coaching that helps them to identify options and a way forward.

We build action learning cohorts of 8-9 senior leaders from voluntary sector organisations and give you an opportunity to build a high-trust, high-impact learning community.

“We engaged Atkinson HR Consulting to deliver a development programme for us. We found the two days intensive without realising as they kept everyone in the room with their engaging and supportive style.”

Atkinson HR Consulting client

Benefits:

- Enhance organisational performance.
- Solve urgent, complex and important challenges.
- Be part of a new learning network / communities and learn from senior leaders in other voluntary sector organisations.

What is included?

- You will be part of an action learning cohort that will work together for 12-months.
- Access to 3 x 2-day residential.
- Free Lumina Spark personality portrait for every cohort member.
- Active access to learning resources and materials in between residential.

Cost:

£995

Fully inclusive of all costs including accommodation and refreshments at residential.

Training Programmes and Workshops



“ We used the services of Atkinson HR Consulting Ltd. at a recent Leadership Team residential. Their style was engaging, informative and kept the room attentive and engaged throughout the two days. ”

Atkinson HR Consulting client

We offer a range of high-quality, outcome focused programmes in areas such as:

- Leadership and team development
- Lumina Spark
- Managing performance
- Recruitment and selection
- Train the trainer

Cost:

- We offer these programmes either: Tailored specifically for your organisation – starting at £800 per day depending on the programme; or
- Via workshops at a range of venues around the UK for individual delegates – prices start at £149 per delegate.

All of our learning is:

- Pragmatic and adapted around your own strategy and policies where possible.
- Delivered by experienced facilitators.
- Focused on driving improved outcomes and behaviour change.
- Blended and supplemented with online resources, reading and coaching.
- Evaluated to make sure we can understand our value and impact.

Lumina Spark

Are you looking to develop leadership capability, build self-awareness and improve team performance and communication across your organisation? Lumina Spark is the next generation of psychometric personality tools. It is based on the 'Big 5' and 'Best of Jung' and is a credible, psychologically robust and increasingly popular development tool. We're accredited Lumina Spark practitioners and can design and deliver programmes and workshops that will build the performance of your leadership team or Board.

Benefits:

Lumina Spark has a number of advantages over other psychometric tools on the market:

- It embraces paradox – Lumina doesn't force choice of preferences. It recognises that people can have contradicting aspects of their personality, like extraversion and introversion.
- It's supported by a digital app that lets you scan your own, and others', portraits and revisit them regularly to prepare for meetings and improve your communication.

- Lumina measures 3 personas – the Underlying you, the Everyday you and the Overextended you.

- Simplicity and depth – it uses language and visuals that let you remember key features of colleagues' personalities, whilst giving you an in-depth report that helps your own focused development plan.

Cost:
Tailored workshops at £800 per day – focused on building team performance; plus £120 per Lumina Spark Report

Other facilitation and support can be provided alongside the personality portraits – for example coaching rather than workshops for individual leaders.



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We commissioned Atkinson HR Consulting in 2018 for two projects - leading our pay framework review and a management effectiveness review. Throughout both projects it has been a pleasure to work with Atkinson HR Consulting. They bring credibility as experienced HR professionals and a calm and considerate approach to helping us ask and answer the difficult questions. This was especially helpful in engaging the whole team.

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Community Transport Association

Contact Us

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