



The Employment Relationship – From the Cradle to the Grave

Business owners and managers increasingly need to have a solid understanding of basic employment law principles, management skills, and talent identification and development in order to ensure that their businesses, teams and services are flourishing. Such skills and knowledge can be applied at all stages of the employment relationship – from identifying and recruiting the right people on the right terms at the outset, to the manner in which employment relationships are brought to an end – and at every stage in between.

By hiring, supporting and developing employees in the appropriate way, you will build a motivated, engaged and committed team which will see all aspects of your business' performance increase. It is our objective to give you the knowledge and skills to make the correct decisions and have the right conversations with employees along each step of the way. We will not only identify the problems managers encounter but give you practical guidance on how to solve them.

Style of delivery and content

This course is for anyone involved in people management and the hiring and firing of staff including supervisors, team leaders, line managers, senior managers and CEOs. The course will be interactive with lots of discussion, the opportunity to share ideas and experiences and work through a few scenarios together.

The course will be delivered both by HR experts from Gateway HR and specialist employment lawyers from EMW – offering you a broad and knowledgeable outlook on these issues – backed up by many years of experience!

Content of the course

- Pre-employment – the questions you need to ask to get the right recruits (and not get yourself into trouble!), setting out expectations from the outset and getting the right documentation in place.
- During employment – Employee engagement, performance management and appraisals, having difficult conversations, dealing with employee requests and complaints and knowing when you need to get help!
- Post-employment – Managing exits and hand-overs, employee references and protecting your business - restrictions and confidentiality clauses – do they work?

Testimonials

"Great course for experienced or new managers. Allows the manager to think about situations and solutions and to have an awareness of employment law"

Claire Wilson (Phlexglobal)

"Very engaging and thought provoking. The course content is very easy to relate to and presented clearly"

Michael Barratt

"EMW provided the best disciplinary & grievance session I've ever done. 5 star - a different but enjoyable way to get across a difficult subject"

Manager at John Lewis

**To find out more or to book this course for your team, call us on
01536 215240 or email emma@gatewayhr.com**