



“

We're by
your side

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Professional,
Commercial &
Practical HR
Solutions

Why Work with me?

Your HR Director

- Whether you need my HR expertise once a month, quarterly or just available by phone or email, there is a way that we can work together that suits you , your business and your budget

Ad – Hoc HR Projects

- HR projects delivered within an agreed timeframe, with experience and professionalism in managing and implementing change, process improvements, employee engagement, culture and values, re-organisations and re-structuring.

Coaching

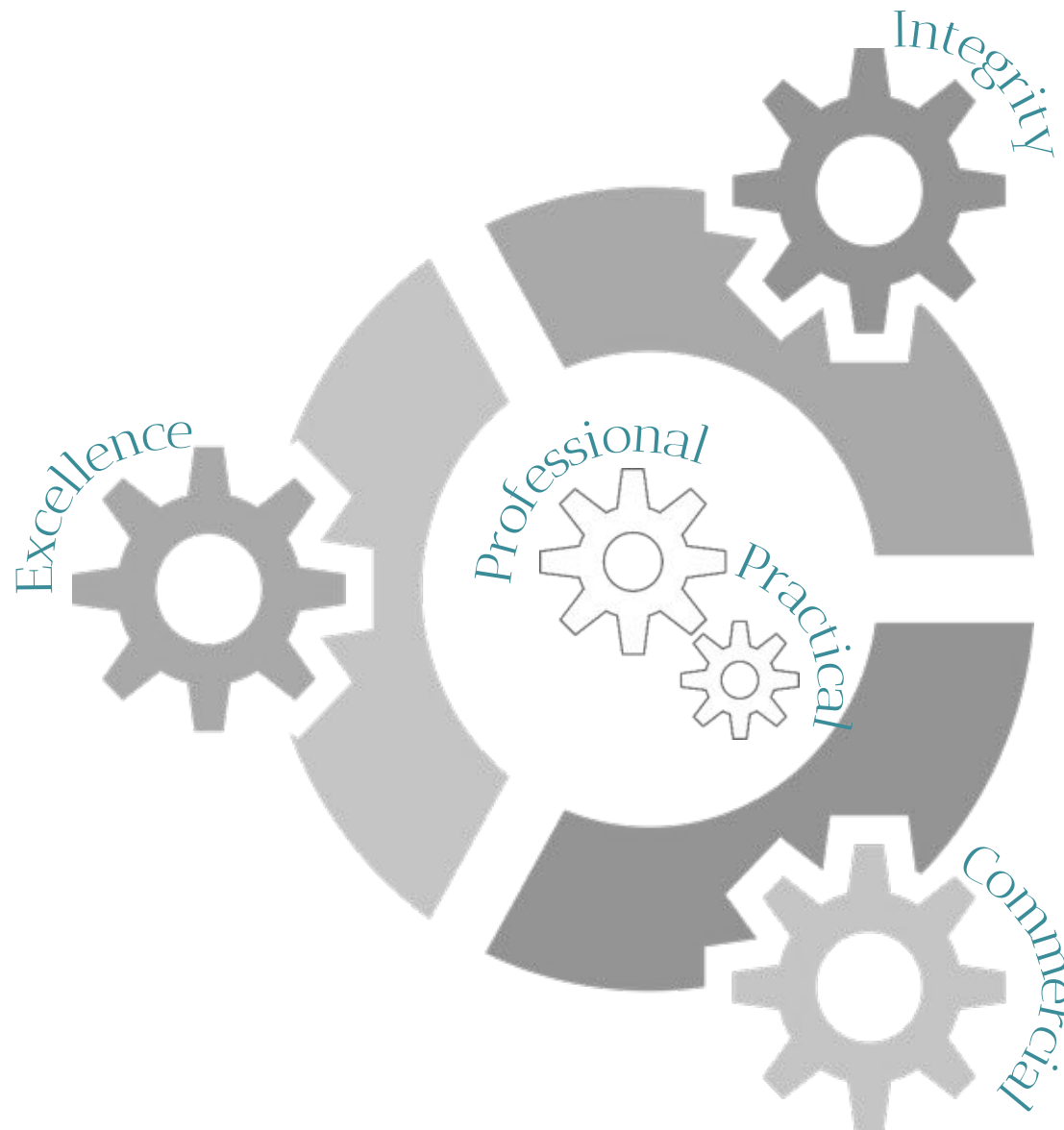
- As a qualified Gallup and MBTI coach , I can work with you on a 1:1 basis or I can help you to develop your Managers or Teams capability

Training

- I create bespoke training courses to help your managers improve their people management skills as well as help to improve teamwork, communication amongst teams, and embed a company's culture, values and behaviours



“ Our Values
drive
everything we
do ”





Integrity

Doing what is right for your business and your business alone

Excellence

Providing you with an exceptional level of service and support

Professional

It goes without saying really, but we do what we say we will and by the agreed deadline

Commercial

We look at the commercial aspect and the risk of every HR decision, before we make it together. Measuring the bottom line impact and consequential risks to the business

Practical

We keep people policies, practices and solutions simple and easy to follow and most of all, we keep things in perspective

About Emma



“My passion is helping businesses succeed through their people”

Q Qualifications

Fellow of
CIPD

Postgraduate
& Masters
Degree

E Experience

16 years HR
experience

14 years in
recruitment

I Industry

Bio Sciences
Manufacturing
Engineering
Digital
Creative
IT

Premium
automotive
brands

P Personal

Happily
married
with a
grown up
son

An outdoors
girl who
loves
walking
and animals



Recommendations
are the bedrock of
the business



“

Here's what some of
our lovely clients
have to say... ”

Optimising Talent



Sam Croker
Managing Director at Conversion

“Emma has **added value across the business**, I've been **most impressed with her ability to bring our team together** and lead them in achieving great outcomes. Emma **helped us create a new appraisal process** that the **whole team bought into**. In a survey we conducted after the appraisal process **93% of staff** rated the appraisal process either **"good or excellent"** which we viewed as a huge success. Emma has assisted us with everything from standard HR practices to co-creating our company values. **We really value her collaborative approach** and **are looking forward to our continued work together!**”



Adam Neale
Managing Director at Bold Content Video

“We work with Emma on a **retained basis**, as this **helps us to manage our costs** and I know that Emma is always on call to help us when we need it. Emma's **sagacious advice** has helped us navigate some staff issues which could otherwise have been tricky. She is a **calm and reassuring presence** who gives me **peace of mind** in my recruitment and retention strategies. I feel confident dealing with staff issues as they arise because I know Emma will give me the **confidence to deal with issues** in a way that works for me and my business.”

Dedicated to
supporting the
wheels of
industry



Becky Murphy
Director at Babelquest

We wanted to **build a long term relationship** with an **independent HR specialist** as we **grow our business**. to make sure we have the right **people policies and processes** in place to ensure that we are meeting employment legislation as well as being able to attract, retain and develop the best people for our business. We chose to work with Emma as she **understood what we were looking for**, and has been **responsive and supportive** with all of our needs to date. We **plan on continuing to work with Emma** on more challenging people projects as the business grows.



Richard March
CEO at CIS Ltd

The **reduction in concern for me as CEO** as I know that Emma is **handling things in the right way**, as well as the **positive effect on the staff** and them realising we value them. Emma is now an **integral part of our management team**, and has had an **extremely positive effect** on the company.

I am now **very confident** we not only have things legally where they should be, but that we have gone **above and beyond** for our staff and in doing so have projected our company in a great light to the public and potential employees. **I would highly recommend Emma** to come in and **handle all aspects of HR** for you and your business.

In safe hands



Liz Devine
Business Manager at Leland Music

As a **small but expanding business**, it is very important for us to seek **specialist advice** when we are taken outside our own areas of expertise. Emma has been on hand to **support us, answering various queries and issues** that have arisen, and in helping us to **overhaul our employment contracts and encouraging us to think about our HR policies** going forward. It is great to have such an **efficient and approachable** person like Emma on hand when we need them; we would not hesitate to recommend her services.



Anthony Robinson
Director at Indulgence Boutique Catering

Our first encounter with Emma was at **very short notice** and was to **deal with a potentially very sensitive and damaging HR issue**. Emma was able to deal with the situation **quickly and professionally**, gently but firmly **advising and guiding us to the right conclusion**. A **bond of trust was immediately formed** and we are very pleased to now be working with Emma on **all of our HR requirements** going forward.

www.emmacbrowning.com



“Helping you to grow your business by attracting, developing and retaining the best people”

Professional, Commercial & Practical HR Solutions