



ENABLE HR

Dedicated support programme
for HR Specialists



Enable HR

Who is it for?

- For those in a HR management or specialist role:
- You have an aptitude and keen interest in HR management
- You are constantly faced with a wide variety of challenges from all sectors of the company
- The organization's management team are drenched in the technical know how and expertise of the business, but not in HR disciplines and best practices and can be reluctant to embrace new HR initiatives
- You are somewhat isolated in your role
- Who do you turn to determine and validate how the various company wide HR challenges can best be dealt with?



Why Enable HR?

Are you working in a progressive company where there are increasing demands on you to:

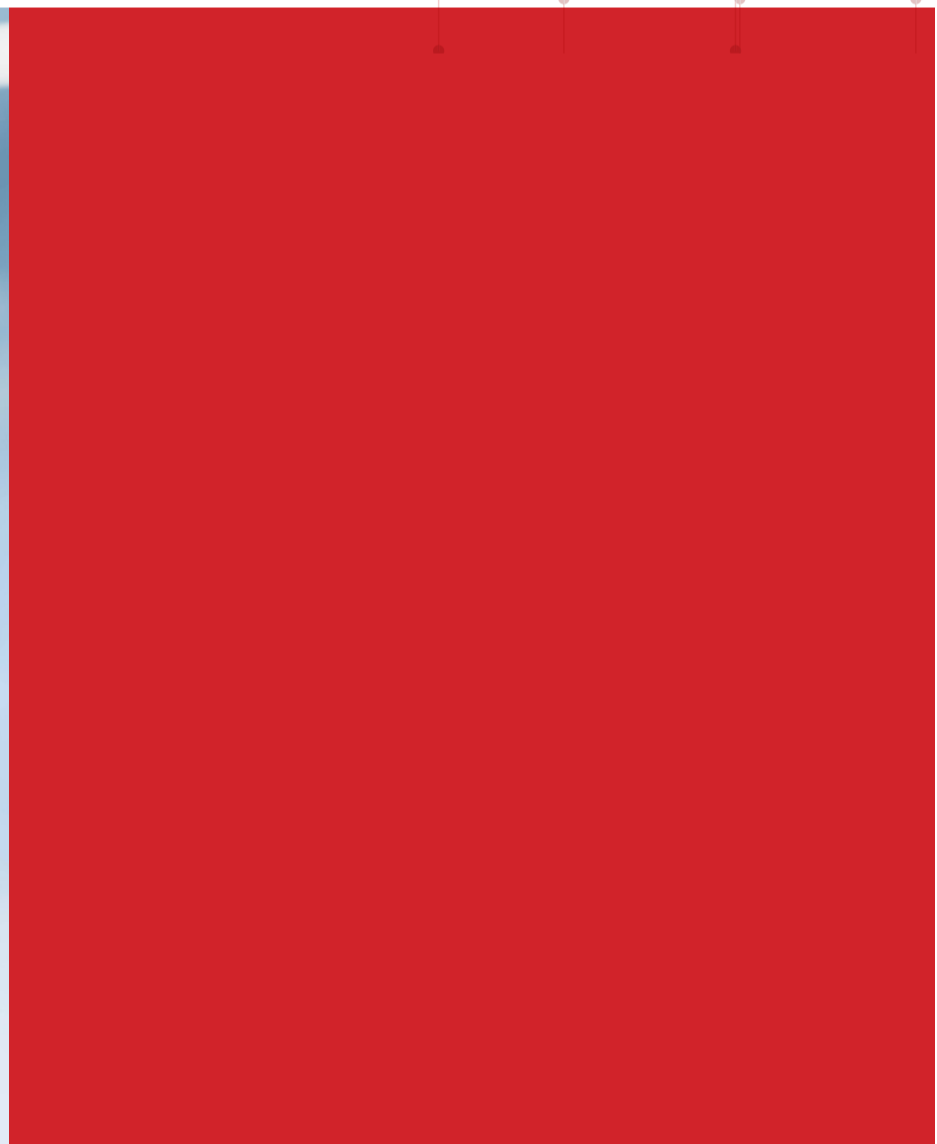
- Get the balance right between being an employee advocate and a company representative
- Expertly support managers to be able to deal with the complicated dynamics of: people, teams and culture and are you learning on the job when the stakes are high
- Provide managers with a quick fix and someone else to deal with the messy people performance issues
- Successfully address the balance of power in organisations as it shifts from employer to employees which presents a new reality and this is being amplified in the Covid world



How Enable HR works:

HR Specialists get the opportunity to address their challenges:

- **Discuss** their experiences, challenges and opportunities
- **Upgrade** their knowledge, skills and confidence in navigating their roles
- **Draw** on the experiences of an expert coach with deep expertise in HR
- **Learn** how to develop and implement improved HR practices and disciplines in their organisation
- Thereby enabling HR to become recognized as a vital contributor to the development of the business



Enable HR programme format:

A practical approach to support your ongoing opportunities and challenges:

A 12 month programme with:

- Expert facilitator, with a long-time career in Human Resource Management
- Peer group meetings every month of 2 hours duration where you can discuss your collective issues and explore solutions
- 2 one on one sessions with your expert coach to address specific issues relating to your workplace
- Avail of the opportunity for on-going correspondence and communication with your expert coach allowing you to have a sounding board for ideas and challenges you are looking to address.





Why it works:

“If you want to go fast go alone. If you want to go far go together.”

African proverb

- Dedicated time and space to assess and reflect on your specific HR requirements
- Shared understanding as to your challenges and how to resolve them
- Actively looking at how to ensure the ongoing evolution of HR within your organization
- Bring new thinking and ideas into your company
- Borrow and apply proven best practices
- Regular check-ins to keep you focused
- On-going development of your HR expertise and capabilities and that of the business



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Your expert Coach (Facilitator):

The forum will be facilitated by
Aoife McNena

- A graduate of NUIG with a BA in Legal Science and Economics, a Higher Diploma in Business and a Masters degree in HR & Corporate Strategy. She is also a member of CIPD as a chartered fellow - FCIPD.
- Aoife currently works as Head of People & Culture for Intuity Technologies, as well as being a HR Consultant and Coach.
- She is a HR leader with over 16 years HR experience working across Manufacturing, Academic, Health and IT Sectors. Her experience spans the breadth of the HR function including Talent Management, Workforce Planning, Leadership Development & Coaching, Recruitment and Selection & Employee Engagement.
- As a qualified coach, she is passionate about working with other HR Professionals and Managers in developing high performing teams through a Leadership coaching style

