

## The HR Dept



The HR Dept is the UK's leading HR licensee network. The business was founded in 2002 by Executive Director, Sue Tumelty, who had identified a gap in the market to offer personalised expert HR advice to local businesses. They are now an international company and one of the UK's fastest growing HR outsourcing businesses.

### The challenge...

For the last 5 years we have been delivering regular training to the HR Dept licensees to support them in growing successful businesses. As their key learning and development provider, we carry out face to face training for every single one of their national licensees as part of an ongoing programme of training and induction. Ensuring that training and development was maintained after lockdown was announced, was a high priority for the business.

*Training with Elation is our most valued benefit for our staff and the wonderful thing is, that benefit helps build your business - Elation have taken the time to understand us, our value and culture and have delivered far more than we could have hoped for. I am more than happy to recommend them to any organisation wanting to increase their sales and build long term stable relationships* Sue Tumelty – Owner and CEO

### The Solution...

Converting the syllabus of 4 face to face training programmes into a modular mixed media online programme took approximately 2 weeks to complete. We have upgraded software and created a detailed interactive programme for the business. HR Dept have not missed a single hour of training and delegates have access to remote coaching and planning content in addition to the video training we have built.

*It was very easy to engage with other delegates in the session – we broke out into virtual rooms and it was very easy to chat. I am honestly finding this training incredibly useful* - Annette Browne

### The Result...

The online coaching has been an unmitigated success! Delegates are able to work at their own pace with even more regular touch points than before. They are developing connections with other trainees which is supporting the learning, and they are receiving actionable advice on a weekly basis.

*Having started coaching in-person and then moving online to video calls, I can honestly say that they have been just as effective as in-person and I really value being able to continue with the process during this time, I haven't experienced any difficulties or challenges from the transition. Karen is just the same as she is in-person and has been really helpful and encouraging. The coaching has been even more important now working from home, as you don't always have the team to bounce off, so my regular session with Karen has really helped motivate and keep me on target. I think that if you can carry on with coaching online, definitely give it a try!* Georgina Bryant