

Management Training Academy

HR DEPT®

Training academy pathway

The Academy is designed as a practical development pathway.

- Businesses can start with the area of greatest need and build from there. Some clients need stronger HR administration.
- Some need new managers to step up.
- Others need existing managers to handle absence, performance, conduct and conflict more confidently.

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Our courses

HR Essentials

For people handling HR basics

For the person in your business who handles HR but is not an HR professional.

In many SMEs, HR administration is handled by an office manager, operations lead, finance person or business owner.

This practical full-day session gives them the confidence to get the basics right

Manager Foundations

For new and developing managers

Becoming a manager is a major transition, so new managers often need to move from being "one of the team" to setting expectations, giving feedback, building credibility and managing relationships differently.

This programme helps new and developing managers build the core interpersonal skills and confidence needed to manage well.

Managing People in Practice

For managers handling real people issues

This practical modular programme is designed for managers who already manage people and need more confidence handling day-to-day people issues.

The programme is delivered over several months, giving managers time to apply learning, discuss real situations and build confidence.

Managing People Essentials

Ongoing practical support on key topics

Two-hour online sessions that help managers and those who look after HR alongside other responsibilities tackle specific workplace challenges, refresh their knowledge and take practical approaches straight back to their teams.

People problems rarely start as formal HR problems. They usually start much earlier.

When expectations are unclear, conversations are avoided, managers lack confidence, absence is not handled properly, behaviour is ignored, or probation is allowed to drift.

Our practical HR and management training is designed for SMEs that want their managers and internal teams to handle people issues earlier, more confidently and more consistently.

We focus on the real situations business owners and managers face every day, not theory, jargon or generic training.

Your managers are the first line of defence against people problems. We help them handle issues early, confidently and properly, before they become expensive HR problems.

Better managers. Fewer people problems. Stronger businesses.



Your training facilitators

When you train with us, you're learning from experienced HR experts who understand the challenges businesses face. Our hands-on experience ensures every course is practical, relevant and easy to apply in the workplace.



David Hudson Managing Director

Lead trainer

David is a CIPD Fellow with an MSc in Personnel & Development and is currently studying for an MSc in Coaching & Behavioural Change. He has extensive HR and leadership experience across sectors including charity, retail, banking, property, start-ups and global corporates.



Michelle Myers Senior HR Consultant

Michelle joined the team in October 2024, bringing extensive HR experience across the engineering, technology, and not-for-profit sectors. She holds an MSc in Human Resource Management (CIPD Level 7), is a Chartered MCIPD member, and is accredited in TTI Success Insights UK DISC Accreditation (TTISI UK CPBA).



Keira Doble Senior HR Consultant

Keira is a senior HR professional with extensive experience across consultancy, outsourced HR and in-house people support. Keira has particular expertise in UK employment law, complex employee relations, organisational change, performance management and policy development.



Charlotte Sherratt Director

Charlotte Sherratt is the owner and Director of HR Dept Coventry Central, supporting small and growing businesses with practical, commercially focused HR advice. Having partnered with us for several years, Charlotte brings expert real world HR knowledge to her training sessions.

Hear from our clients

The best way to understand the impact of our training is to hear from the people who've experienced it. Below are some examples of the feedback we've received from clients who have attended our sessions and put their learning into practice.

We've had a number of fantastic experiences with David and the team, who deliver regular HR training sessions for our business. The most valuable being the face to face sessions in our offices. What really stands out is how engaging and tailored the sessions are.

David takes the time to understand our business and our people, using relatable, real-life workplace examples that make the learning practical and relevant rather than just theoretical. He is also excellent at reading the room, adapting the pace and approach depending on how people are engaging with and grasping the concepts, which makes the sessions genuinely interactive and valuable. Most importantly, our team really enjoy the HR training days we arrange with David... and let's face it, that isn't something you hear said about HR training every day!

I would highly recommend them to any business looking for engaging, practical and well-delivered HR training.

I have absolutely loved all the sessions we've had with David. Cannot recommend him more! Am hoping we can have some more together in the future as I have found each session useful for my career.

The way David delivers each topic is easy to understand and tailored to our current needs/issues, he always makes them interactive, so you feel immersed in the topic ratherthan just talked at. Always come away with lots to think about.

Why management matters more than ever

82% of managers entering management roles have had no formal management or leadership training. (**CMI)**

£28.5 bn estimated annual cost of workplace conflict to UK organisations. **(Acas)**

964,000 workers suffered work-related stress, depression or anxiety in 2024/25. **(HSE)**

40.1m working days lost due to work-related illness and workplace injury in 2024/25. **(HSE)**

25% of employees experienced conflict or abuse in the last 12 months. **(CIPD)**

36% of employees who experienced conflict said it had been fully resolved. **(CIPD)**

Some of the common issues we see are

- Managers avoiding difficult conversations
- Inconsistent standards across teams
- Poor delegation
- Performance issues drifting
- Absence and mental health cases becoming more complex
- Conduct issues being handled too late
- Recruitment and probation mistakes
- Legal risk increasing through poor documentation or process

Our programmes help managers and business leads build the confidence, skills and practical tools to deal with issues properly.

The cost of doing nothing

Failing to invest in management training can be far more costly than many businesses realise. When managers lack the skills and confidence to address people issues early, small challenges can quickly escalate into costly problems, including higher absence levels, increased employee turnover, workplace conflict, reduced productivity and significant management time spent resolving issues that could have been prevented.

In an employment law landscape that continues to evolve, the risks are even greater. Poorly managed employee relations issues, inconsistent processes or a lack of understanding of legal obligations can increase the likelihood of grievances, discrimination claims and employment tribunal proceedings, all of which can carry substantial financial, operational and reputational costs.

The HR Dept Management Academy helps businesses avoid these unnecessary costs by equipping managers with the skills to intervene earlier, communicate effectively, manage performance confidently and handle employee issues consistently. By developing capable managers, organisations can reduce risk, improve employee retention and create a more productive and engaged workforce, delivering long-term savings alongside stronger business performance.

Why The HR Dept Academy?

Our Academy is built from the reality of what we see in SME workplaces every day. Unlike generic training providers, our programmes are delivered by HR professionals and business advisers who understand both employment law and the commercial pressures facing SME owners and managers.

Business owners gain managers who are more confident, more consistent and better equipped to deal with people issues properly.

Investing now, could save significant, preventable business costs in the future.

Our training is

- Practical
- SME-focused
- Grounded in real workplace situations
- Delivered by experienced HR professionals
- Supported by tools and templates
- Designed to build confidence and consistency
- Focused on preventing issues from escalating



Ready to strengthen your managers?

Choose the route that fits your business:

- Book a place on an open Academy programme
- Arrange an in-company workshop
- Request a Manager Capability Review
- Discuss the best pathway for your managers
- Prepare your business for upcoming employment law changes

Contact **David Hudson**, The HR Dept Clapham, Highbury & Islington, Newbury & South Oxfordshire.

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