



Diane Sneddon

Diane is a senior HR professional with over 20 years' experience gained through a combination of generalist and specialist roles. Known as a trusted advisor, leaders seek her out for coaching on how to handle difficult conversations and situations in a commercial way. She is also excellent at building collaborative relationships and influencing at all levels.

For 11 years Diane was a senior ER specialist at Freshfields Bruckhaus Deringer, the global law firm. She dealt with high risk people matters, including sensitive behaviour issues such as allegations of sexual harassment, discrimination and partner misconduct. Diane spent several years leading a team designing and implementing strategic change programmes.

Diane has also held HR roles in Herbert Smith Freehills, Allens (in Sydney), Ernst & Young, Transport for London and Enron Capital and Trade.

Experience

Employee Relations – managing complex and high risk matters, including advising and coaching senior leaders on addressing behaviour issues and identifying trends and developing strategies for addressing. This included reducing high number of grievances by redesigning roles to improve employee job satisfaction and engagement. Drafting policy and supporting guidance for HR and managers. Advisor to HR outside the UK.

Change – leading strategic organisational change programmes including organisational design, restructuring, outsourcing and TUPE. A number of restructuring projects affected international offices. Key role on a culture change programme, including procurement of an external speaking up hotline.

Leading teams – led a project team, responsible for individual and collective consultation when moving over 700 roles to a new service centre in Manchester.

Line management responsibilities for over 15 years, including addressing serious mental health issues.

Investigations and resolutions – conducted large number of high risk investigations including bullying and harassment, sexual misconduct and theft. These included allegations involving partners or senior leaders. Where appropriate, providing recommendations to address the underlying issues revealed by the investigation.

HR – HR business partner to leaders, devising and implementing people strategies. Particular focus on attracting and retaining talent. Initiatives included reviewing resourcing approach, and succession planning. Also responsible for HR in six Asia Pacific offices.

Diversity and inclusion – Masters dissertation on the lack of women in senior management and the barriers preventing progression in Transport for London. Part of the selection process team for the firm's Stephen Lawrence scholarship. Part of the team preparing the firm's first Stonewall submission.

Learning and development – designing and delivering learning programmes to develop skills of leaders such as deciding disciplinaries, conducting effective performance reviews, dealing with difficult conversations and diversity.

Engagement – the HR lead on the associate engagement group, working closely with the managing partner.

Qualifications

MA in Employment Studies and HR Management (London Metropolitan University)

BCom majoring in Human Resources Management and Industrial Relations (Griffith University, Brisbane)

Mental health first aider and trained in D&I