



Ellie Herriot

Ellie joined byrne-dean as a Facilitator in 2018. She is passionate about developing awareness and behaviours which allow employees and organisations to reach their full potential. Ellie has experience running a broad range of sessions from all staff behavioural, to leadership workshops and procedural sessions. Her experience spans a range of industries including financial services, insurance, legal, health, media, corporates and charities across multiple jurisdictions worldwide.

Ellie builds strong partnerships with clients to deliver effective learning tailored to their specific circumstances – attention to detail around values, systems, policy and language allows participants to buy into sessions and deliver the learning required. Her understanding of the behavioural science of how human beings interact in the workplace allows her to help clients make the progress they want in their organisation

Ellie brings technical knowledge and real lived experience to her sessions due to a varied career. She has been a practising Employment Lawyer in top city law firms, as well as working as an in-house Lawyer and in HR within a financial institution. Ellie understands what it is like to be a client and someone who has to deliver to clients, and the pressures and challenges of these environments. Ellie has also worked in HR at the University of Cambridge and taught law at a secondary school both of which honed her ability to respond to difficult questions and challenge.

In her work, Ellie draws on the challenges she has experienced during her working life to help others, including a period of post-natal depression and a serious accident which initially left her unable to walk and in need of several surgeries.

Experience

Employment law – Ellie draws on her experience as a Solicitor of advising a range of clients on all aspects of people management including redundancies, grievances, disciplinaries and performance management as well as

restructures and TUPE transfers. She also has extensive experience of litigating and managing complex discrimination, harassment and whistleblowing cases both in the High Court and Employment Tribunal. Ellie has had significant international experience and has led international restructures and managed litigation across the world both in private practice and in house.

Training design and facilitation – Ellie has designed and delivered a range of training including working with respect, managing people risk, leadership conduct, managing offshore and remote teams, employee consultation and inclusive leadership.

Digital and online training – Ellie was one of our first facilitators to deliver online training and has significant experience in delivering effective and engaging virtual training through many different platforms.

Mental health – Ellie has a good understanding of mental health issues and what we need to be able to thrive and be our best. As well as working on a number of claims involving mental health issues and mental health first aid training, Ellie has managed her own and family members' mental health challenges.

Qualifications

St John's College, University of Cambridge

Nottingham Law School