



## Amanda Okill

Amanda joined byrne dean in 2021 as a Facilitator after having worked for 17 years in private practice as an employment lawyer representing both employer and employee clients. Her work now focuses on the human behaviours and interactions which bring about positive change in workplaces. Amanda has worked with clients across a range of different industries, including charities, construction, education, finance, legal and the public sector.

She has a warm, thoughtful and engaging facilitation style, is open to new ideas and to challenge. Amanda is a great believer in the power of storytelling and in facilitation sessions draws on her own personal experience as a solicitor, experiences of the many clients she has worked with over the years, as well as her training and work as a mental health first aider in the legal profession, supporting colleagues.

She believes that it is only when participants connect emotionally to an idea or concept and can visualize how it plays out in real life situations that they will be able to focus on change for themselves.

## Experience

**Employment Law and Human Resources** - Amanda brings her technical and in-depth experience as a senior employment lawyer representing and advocating for clients in tribunal disputes and providing day-to-day advice on both employee relations issues (discrimination, sickness absence and disciplinary) as well as structural organizational change (redundancy consultation and TUPE).

**Facilitation** - Amanda has designed and delivered a range of training covering the technical aspects of employment law to training on workplace behaviours.

She is used to working with groups of all sizes and has delivered key-note speeches in an auditorium style environment. More recently Amanda has adapted her facilitation style to include virtual training.

Amanda delivers training to individuals across a range of cultures, backgrounds and nationalities. She has an international background, having grown up in South Africa, worked and studied in France and the UK.

**Wellbeing and the working environment** - Amanda is committed to raising awareness of social issues that impact on the workplace including mental health, the aging workforce, neurodiversity, and the menopause.

During her time as an employment lawyer she participated in two working party committees with colleagues of the Employment Lawyers Association, responding to Commission on Race and Ethnic Disparities in 2020; and the Menopause and Workplace Call for Evidence in 2021.

She has trained as a mental health first aider, putting this into practice in the legal environment.

**Community involvement** - Whilst an employment lawyer, Amanda volunteered Kent Law clinic run by the University of Kent.

She is a Trustee of First Step Trust, a National Charity which provides work experience to people who have been excluded from employment because of mental health and other disadvantages.

## Qualifications

English and French Law LLB (Hons), University of Kent

Licence en Droit, Université Montesquieu, Bordeaux IV

BA Majoring in English, University of Cape Town

Legal Practice Course ,College of Law, Guildford

Level 7 Certification in Human Resources, CIPD

Accredited Mediator, London School of Mediation

Mental Health First Aider