

# Consultancy Update

Volume 6, Issue 1

July 2006

## Who we are and what we do:

- The Susan Dadswell Training Consultancy exists to provide affordable, flexible, well-targeted learning solutions which support individuals and organisations in meeting their business objectives.
- We work as coaches and deliver development workshops in Leadership, Fair Treatment at Work and Stress Awareness.
- Sue Dadswell is the lead consultant who has a network of associate consultants she can call on to service the larger or more specialist learning project.
- Sue is based in North Buckinghamshire. Our consultants work nationally.
- Telephone: 01296 711077

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## The consultancy in 2006

At the turn of the year Sue decided to re-focus the activities of the business. As from January we have been concentrating on four main topic areas:

- Leadership
- Fair Treatment at Work
- Stress Awareness
- Coaching

The rationale behind this was to provide a service that would benefit the individual on a more personal level. It is our belief

that in order for an individual to be fully engaged and productive in work, they must be able to devote their physical and emotional energies to the job in hand and not to self-preservation.

We have always offered a one-to-one coaching service but this will now become a more prominent part of the business. In order to deliver the best possible service, Sue is undergoing further coaching training and is attending Ashridge's modular *Coaching for Organisation Con-*

*sultants* course.

For more details of



how Coaching could work for you and your organisation, please visit our website or feel free to give us a ring:

[www.suedadswelltraining.co.uk](http://www.suedadswelltraining.co.uk)

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## The Newsletter

This newsletter is one in an occasional series of bulletins from SDTC.

Our aim is to keep you up-to-date with what we're doing, to include information on hot topics and sometimes generate debate amongst the readership.

If there is anything you

would like to see in the newsletter, please let us know.

Additionally, if you would like to post an article in the newsletter or pass on your training and learning tips we will do our best to accommodate you.

If you would like an extra copy, the newsletter is

downloadable from the new website:

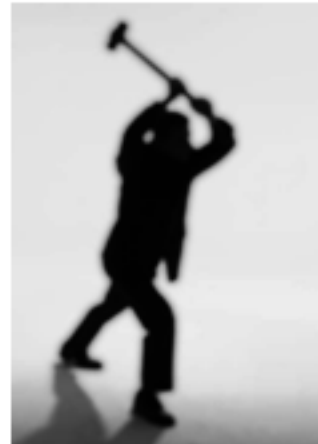
[www.suedadswelltraining.co.uk](http://www.suedadswelltraining.co.uk)

## Workplace rights: 'vicarious liability'

As a consultancy, we always include the *Protection from Harassment Act 1997* in the suite of legislation we say could be used by someone who feels they have been a target of bullying in the workplace. (Originally this law was designed to deal with so-called stalkers and stalking.)

In March 2005, the law was given extra significance when the Court of Appeal allowed Bill Majrowski, an audit co-ordinator at Guy's and St Thomas's NHS Trust, to use this piece of legislation to pur-

sue his claim that he was harassed by his line-manager.



Additionally, the Court of Appeal, by a majority of two to one, ruled that an employer

could be held vicariously liable under the act if one of their employees bullied another.

This must serve as a reminder to organisations to check their **anti-bullying policies** and their **employer's liability insurance**.

There is a full report of the case available at:

[www.guardian.co.uk](http://www.guardian.co.uk)

Dateline: 29 March 2005

## Now here: SDTC Website

SDTC has launched a new website which is designed to give readers a flavour of what we do.

Sue would particularly like to thank Jon at Buttermountain for making the process so easy.

[www.suedadswelltraining.co.uk](http://www.suedadswelltraining.co.uk)



*Should you feel that you are not the right person to receive this newsletter, please return the envelope, marking it with the appropriate contact details.*

**THANK YOU!**

## The world's a stage...

One of our most useful current workshops that we run in-house features the use of two professional and experienced actors. This talented duo really bring to life an event on Bullying and Harassment. The advantage of this approach is



that participants do not (necessarily) have to take part in role plays, they can distance themselves from the 'action' and the actors can recreate scenarios at the direction of the workshop group.

This method is particularly suited to sensitive issues, but can be used also for training in Dealing with Difficult Situations, Handling Problem People among others.

We continue to offer this approach – it is a great way to add value to your event.

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CALL FOR A FREE  
CONSULTATION!

*Sue Dadswell is an experienced Training and Personal Development Consultant with some 18 years' experience in the field. She founded the Susan Dadswell Training Consultancy in 1997 when she began working independently after 8 years with the UK's leading training and campaigning organisation.*

*SDTC believes that to provide value to the client and to the individual learner, any learning intervention should have specific goals in line with the business plan. The activity should be designed both to enhance organisational competitiveness and to provide the learner with a useful addition to their personal skillset. The intervention could be a traditional workshop, 1:1 coaching, guided study or project work, or a combination of methods.*

## Questions and Answers

### **Do I have to pay for an initial consultation?**

No. Your first consultation is complimentary and can be done at your convenience over the telephone. However, if significant travelling is involved we may ask you to cover the cost of the journey. Our time will not be billed for the first meeting

### **Do you provide in-house training?**

Yes. We can work closely with you to design interventions that suit your business. We can be flexible not only about delivery method but also about location and duration. (From 1 hour coaching sessions through to week-long residential). We can also provide someone to deliver your own 'off-the-shelf' products where there is no in-

house deliverer.

### **How would you describe the style of your in-house workshops?**

We work hard at making our events (whether tailored and in-house or open-access) participative, fun and beneficial for organisation and participant alike. Most workshops are supported by a workbook which the delegate takes away with them

### **Do you run open-access workshops?**

We do not have a scheduled programme of workshops. However, occasionally where there is a demand from clients we offer places on ad-hoc workshops on a particular theme e.g. Managing Change,

Performance Management, Stress Awareness etc. These open workshops run with small numbers (minimum 3 delegates, maximum 10 delegates.)



**FAQs**