

HR & Leadership Briefing Series

Private 90-minute live online briefings for HR, L&D and leadership teams

A practical 12-title briefing catalogue for organisations that want clearer communication, stronger leadership, earlier conflict resolution and future-ready management capability.

£495 + VAT

per 90-minute briefing for the first 10 employees

Additional employees: £25 + VAT each | Suitable for 10-50 people

Dates and times arranged to suit the client where possible

Built for HR and L&D buyers

A simple, practical online briefing offer for organisations that need focused development without committing to a full training programme.

What the client receives

- A private 90-minute live online briefing delivered for one organisation at a time.
- Practical teaching, guided discussion and workplace examples relevant to HR, L&D and managers.
- Delivery by senior lecturers and experienced practitioners, including research-active tutors with MSc/PhD level academic backgrounds.
- Instructors drawn from the Communication, Conflict and Dispute Resolution Faculty and the Leadership, Governance and Management Faculty.

FORMAT

Live online, 90 minutes

Interactive Zoom delivery for one organisation, with time for questions and applied discussion.

PRICING

£495 + VAT

Includes the first 10 employees. Each additional employee is £25 + VAT.

GROUP SIZE

10-50 people

Designed for intact HR, L&D, leadership, management or project teams.

Best suited to

HR teams, L&D managers, people managers, senior leadership teams, operational managers and project teams that need practical capability-building around communication, conflict, change, accountability, innovation and future-ready leadership.

Faculty delivery areas

Communication, Conflict and Dispute Resolution Faculty

Leadership, Governance and Management Faculty

People Risk & Communication

Briefings 1-4: practical capability for conflict, difficult conversations, pressure communication and internal de-escalation.

01

90-minute live online briefing

Workplace Conflict & Communication Under Pressure

Calm, professional responses when workplace conversations become tense.

This briefing helps HR teams and managers recognise the early signs of escalation and respond with clarity, control and proportionate action. It covers pressure communication, de-escalation language, first-response discipline and when to involve HR, helping organisations reduce avoidable conflict, confusion and formal escalation.

02

90-minute live online briefing

Managing Difficult Conversations Before They Become Formal Grievances

Early intervention before disagreement turns into a formal process.

A practical session for managers who need to address concerns, behaviour, performance or relationship tension before issues harden into formal positions. Delegates learn how to prepare, structure and document sensitive conversations while remaining fair, calm and clear about next steps.

03

90-minute live online briefing

Psychological Safety, Performance and Accountability

Getting the balance right between trust, openness and standards.

This briefing examines how leaders can encourage openness, challenge and contribution without weakening performance expectations or managerial authority. It is designed for organisations that want psychologically safer teams while retaining clarity on accountability, feedback, behaviour and professional standards.

04

90-minute live online briefing

Mediation Skills for HR and Managers

De-escalating disputes internally without over-formalising the issue.

Delegates are introduced to mediation-informed techniques that can be used safely by HR teams and managers in everyday workplace situations. The briefing focuses on listening, reframing, issue separation, neutrality, option generation and helping parties move from entrenched positions to workable next steps.

Leadership Communication & Standards

Briefings 5-8: communication under pressure, change leadership, performance conversations and innovation inside teams.

05

90-minute live online briefing

Communication Under Pressure for Senior Leaders

Executive communication for challenge, tension, change and scrutiny.

Senior leaders often communicate when stakes are high, time is limited and people are anxious. This briefing gives leaders a practical framework for communicating with authority and empathy during difficult moments, including challenge from staff, organisational change, conflict, complaints and reputationally sensitive situations.

06

90-minute live online briefing

Leading Through Change

Communication, resistance and trust during organisational transition.

This briefing helps leaders understand why resistance emerges during change and how communication choices can either build trust or accelerate disengagement. It covers uncertainty, narrative clarity, stakeholder confidence, manager alignment and practical ways to keep people engaged while decisions are still evolving.

07

90-minute live online briefing

Performance Conversations Without Conflict

Raising standards professionally while reducing defensiveness.

A focused briefing for HR and line managers who need to address underperformance, missed expectations or conduct concerns without unnecessary escalation. Delegates learn how to separate facts from judgement, set clear expectations, manage defensiveness and use proportionate follow-up that supports both fairness and standards.

08

90-minute live online briefing

Intrapreneurial Leadership

Building innovation inside existing teams and organisations.

Designed for HR, L&D and leadership teams that want employees to think more creatively and commercially within their roles. The briefing explores intrapreneurship, ownership, internal innovation, psychological barriers to initiative and how leaders can create the conditions for useful experimentation without losing operational discipline.

Future-Ready Leadership

Briefings 9-12: agility, ownership, regenerative leadership, AI readiness and team resilience in uncertain conditions.

09

90-minute live online briefing

The Entrepreneurial Mindset at Work

Agility, ownership and initiative across everyday teams.

This session reframes entrepreneurship as a workplace capability rather than a start-up concept. Delegates consider how curiosity, initiative, problem-solving, opportunity recognition and calculated risk-taking can strengthen teams, improve adaptability and help employees take greater ownership of outcomes.

10

90-minute live online briefing

Regenerative Leadership

Creating value beyond performance targets.

A future-facing leadership briefing for organisations interested in sustainability, purpose and long-term value creation. It introduces regenerative thinking in accessible terms and explores how leaders can make decisions that support people, performance, organisational resilience and wider social or environmental contribution.

11

90-minute live online briefing

AI, People and the Future of Work

What HR leaders need to understand before capability gaps widen.

This briefing gives HR and leadership teams a practical, non-technical view of AI and its impact on work, capability, learning and organisational design. It focuses on people readiness, communication, skills development, trust, role change and how leaders can prepare teams without hype or unnecessary fear.

12

90-minute live online briefing

Resilient Teams in Uncertain Times

Adaptability, purpose and momentum when pressure increases.

This briefing helps leaders and managers support team resilience without reducing resilience to a wellbeing slogan. It covers clarity, boundaries, prioritisation, purpose, adaptive communication and how to maintain momentum when teams face workload pressure, uncertainty, ambiguity or sustained organisational change.

How to book a private briefing

Choose one or more briefings, agree a suitable date and time, and deliver focused development to a complete HR, L&D, management or leadership group.

1

Select briefing titles

Choose from the 12-title catalogue or combine related topics across communication, conflict and leadership.

2

Agree audience and date

Sessions are arranged for 10-50 employees, with dates and times to suit the client where possible.

3

Live online delivery

The tutor delivers a 90-minute private session with practical examples, discussion and Q&A.

4

Follow-on options

Clients may book further briefings, CPD courses or wider development programmes through Echelon Academy UK.

Explore courses and private briefings

For current course information, private briefing enquiries and Echelon Academy UK training options, visit:

www.echelonacademy.co.uk/courses



Private organisational bookings only. Subject to tutor availability and agreed scheduling.