
Issued 3 times a year, your free Be... Newsletter
Designed to provide general information and updates with respect to both the business and in those specialist areas relevant to delivering a professional service.
To introduce Be... and to keep in touch.

Be...

Year 2019 Winter Edition 4.1.1

www.be-learningdevelopment.co.uk

Providing Seminars, Workshops and Interventions:

Personal Development – Management Development – Supporting & Working with Others

Dear Reader

It is a pleasure to bring you the latest Be... Newsletter. This winter period has been fun and interesting with seminar bookings in different regions and other events that have made it an enjoyable and productive time. It was a pleasure to once again be invited to be part of the special programme designed for Young Councillors which was held at the University of Warwick where I met some lovely people and who I wish great success for the future. As always, whether an established or new customer, if you would like to discuss any aspect of service delivery or make a booking, please do not hesitate to get in touch. Plus, don't forget that you can also reach me and see regular posts via other social media platforms including LinkedIn and the Be... Facebook Business Page.

Jacqueline



Business News

Launch of third book in series **TO THE POINT**

Influencing and Interpersonal Effectiveness is soon to be available for purchase.

With influencing and good communication being key skills at all levels of life this book has been written to help readers take a 'birds-eye' view or to seamlessly achieve personal results.



For Information

Be... Fees Ts &Cs

With engagements on the books into the year 2020, fees, T&Cs are now being sent out for the 2019/20 business year. Therefore, I am pleased to announce that yet again, in looking to support customer needs through difficult times, Be... remains highly competitive and with only modest increases to fees continues to offer 'excellent value for money'.

A Snapshot of Some Forthcoming Activity: Seminars, each with Inter-related themes

- Strengthening and Sustaining Personal Resilience
- Influencing Skills
- Mentoring Skills/Mentee Skills
- Intro. To Equality/Diversity

Focus on... Equalities & Diversity. A visit to the United Nations

There is a saying that travel broadens the mind and so on a recent trip to New York I chose to visit the United Nations. It was here in 1948 that the UDHR (Universal Declaration of Human Rights) was proclaimed and is described as a milestone document in the history of human rights. The document can be read at <https://www.un-ilibrary.org/>

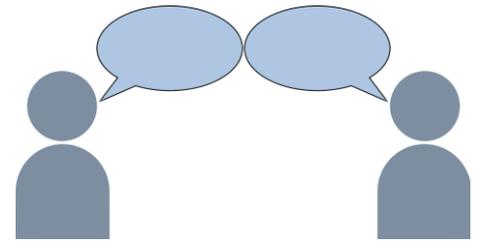
The reason I wanted to visit the UN is that while my career has embraced three main intertwined strands namely, learning and development, institutional/organisational specific roles and my professional role as a psychologist, the thread running through the center has been a continuous commitment to equalities and respecting diversity.

The E&D landscape has changed in my own lifetime. None the less, I have personal anecdotes of being on the end of harassment & discrimination plus great experience in professional L&D, personnel & HR roles of addressing and resolving matters of E&D. In addition, many years ago I had the misfortune of finding myself a witness for criminal court proceedings concerning a violent hate crime which made national news. Given this background, matters highlighted by moments such as the #metoo movement haven't come as a surprise to me but what is important is that such high-profile milestones do provide a jolt and shift cultural expectations and agendas for each new generation. Alterations in attitudes, legislative requirements and corporate responsibility have played a major role in the events that I have been positively engaged with as a change agent in respect of equalities and respecting diversity. Therefore, in addition to 'in-house' and external consultancy work addressing specific team and individual cases of harassment and discrimination, below is a short snapshot of corporate activity.



Some Key Corporate Events: Celebrating a Career Embracing Equalities and Diversity

- 1990s** >Specializing in the Sex Discrimination Act, Race Relations Act and the Equal Pay Act, was part of a team delivering Equalities training for middle & senior managers across a large seven county region of England representing some 40,000 employees.
>With the introduction of the Disability Discrimination Act 1995, coordinated Disability Discrimination training across a broad employee base representing many different functions such as waste collection, planning and architectural services etc.
- 2000s** >Led, promoted, managed strategy, policy and implementation of a rolling programme of Equalities L & D for 1,200 employees, managers and leaders.
>At a corporate level, facilitated the introduction of Equality/Diversity NVQs (National Vocational Qualifications) to address specific learning needs.
>Collaborated in development of an 'in-house' e-learning equalities course to meet the needs of a diverse cross section of employees
- 2010s** >Chair of Job Evaluation Panel including assessment of work of equivalent value.
>After successfully introducing equalities/diversity training for local politicians in the 1990's have continued to deliver tailored events and heighten awareness for this body of people, at all levels and across all main political groups throughout England.



Q & A

Q. Where else can you find updates, information and blogs posted by Jacqueline Mansell & Be...?

A.

- The Official Be... Website
- LinkedIn
- WordPress
- Facebook Page*
- Pinterest
- Twitter

***A note about the Facebook Business Page name:**

The business page is to be found under the name Jacqueline Mansell. Unfortunately, FB conventions meant that it has been unable to accept the (ellipsis) as part of the Be... header.

