



Ashley Kate
HR & Finance

HR Director Boardroom Summary

November 2024



THE
HEAD
GARDENER

Chaired by

EVERSHEDS
SUTHERLAND



Speakers:



Suzanne Caveney
Partner
Eversheds Sutherland

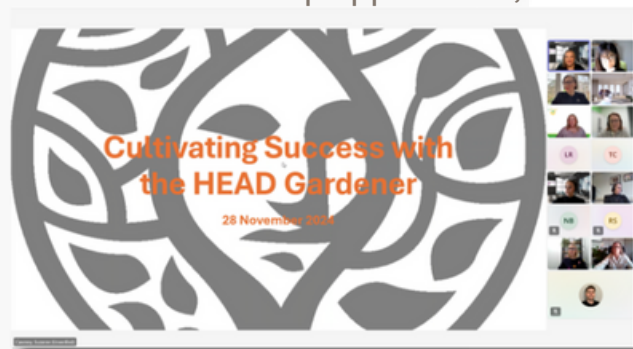


Caroline Beardall
Founder and CEO
The Head Gardener

Discussing the topic:
*'Cultivating Success for You
and Your Business'*

The HR Director Boardroom session was an insightful and transformative discussion led by Caroline Beardall, Founder of The Head Gardener, and Suzanne Caveney, Partner at Eversheds Sutherland (International) LLP. The session revolved around cultivating success through innovative leadership approaches, fostering growth, and addressing legal challenges in the workplace.

Caroline, the creative behind The Head Gardener, introduced a fresh perspective on leadership and organisational development by likening people, teams, and organisations to gardens. Drawing from her background as a nurse and people leader, Caroline has developed a wholly accessible framework to drive results at any scale. Her approach centres on the idea that individuals and organisations are "living entities" that are either thriving or fading, depending on how they are nurtured.



Caroline emphasised the importance of emotional intelligence, right-brain activity, and the neuroscience of the unconscious mind in driving growth. These principles, when combined, shape a robust model to enhance how leaders respond to challenges, maintain relationships, and refine self-perception and expression. Through deliberate hard work, these elements foster joy, success, and sustainable growth.

Attendees were urged to consider pivotal organisational factors, including attracting talent, fostering a thriving culture, leadership styles, and inspiring innovation. These factors collectively influence the organisation's impact on profit, people, and the planet, as well as its competitive advantage.

Caroline introduced the 8-Petal Head Gardening Model, a practical framework for cultivating success within organisations:

1. **Decide What Kind of Garden You Want (Vision):** Define the vision, outcomes, and purpose of the organisation.
2. **Analyse Your Current Garden:** Assess the organisation's existing strengths, weaknesses, and climate.
3. **Determine Required Inputs:** Identify the knowledge, tools, and resources needed to achieve your goals.
4. **Prepare the Ground:** Remove obstacles and establish clear boundaries and strategic objectives.
5. **Shape the Garden:** Create distinct areas for collaboration, productivity, and reflection.
6. **Plant for Success:** Make intentional investments in people, processes, and structures.
7. **Water and Feed the Garden:** Provide ongoing support, resources, and effective communication to nurture growth.
8. **Prune and Maintain:** Regularly evaluate and adjust to ensure continued success.

This model provides a structured yet flexible way for organisations to foster growth and ensure alignment with their goals.

Participants left the session with practical takeaways that inspired reflection and action. They learned to "speak a language" they already knew but had not fully articulated, gained a fresh perspective by stepping back to re-evaluate their organisations, and identified two clear actions to initiate progress. Caroline's analogy of organisations as gardens resonated deeply, encouraging attendees to reassess familiar environments with renewed clarity and purpose, fostering a mindset of intentional growth and improvement.



Adding a legal dimension to the discussion, Suzanne Caveney highlighted the critical role of communication in mitigating legal risks. She noted that many workplace issues arise when individuals fail to "speak the same language," leading to misunderstandings and legal challenges.

A significant focus was on supporting employees with protected characteristics, particularly in light of rising tribunal claims related to neurodiversity. Suzanne stressed the importance of tailoring practices to suit individual needs, as standard approaches often fail to accommodate a diverse workforce. Employers have a legal obligation to make reasonable adjustments and support these employees effectively.



By addressing these legal considerations, Suzanne underscored the need for inclusive practices that not only fulfil legal obligations but also foster a supportive and equitable workplace.

The HR Director Boardroom session provided a compelling blend of visionary leadership insights and practical legal guidance. Caroline's

Head Gardening Model inspired participants to cultivate thriving organisations, while Suzanne highlighted the importance of inclusive and legally compliant practices. Together, their perspectives equipped attendees with actionable strategies to nurture growth, foster innovation, and build resilient teams. The session encouraged leaders to step back, reassess their environments, and take deliberate actions to create gardens, and organisations, that flourish.



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