



Ashley Kate
HR & Finance

HR Director Boardroom

February 2021

EVERSHEDS
SUTHERLAND



INTRODUCTION

Ashley Kate HR & Finance along with Eversheds Sutherland (International) LLP have been coordinating HR Director Boardroom events for over 10 years. Each year we invite influential HR Directors to talk openly around topics pertinent to the HR Community.

The idea behind this format is to bring HR Directors together in a boardroom to discuss and debate the topic presented; Partners of Eversheds Sutherland (International) LLP chair these meetings.

Since the global pandemic, we have adapted the HR Director Boardroom and Employment Law Updates events to an online video platform, to ensure we are still supporting the HR community. The first of which took place in June 2020.

Nicola Forbes-Taylor, Leadership Consultant at NFT Consulting led the presentation welcoming questions and discussion around her key topic.

"Toxic Environments: How to spot them, avoid them & survive them."

Following is the summary from this session. If you are interested in joining one of these events or would like to be considered as a guest speaker, please get in touch with:

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DISCUSSION TOPIC

Toxic Environments: How to spot them, avoid them & survive them.

Presented by Nicola Forbes-Taylor, Leadership Consultant
at NFT Consulting.



SUMMARY

Throughout this thought-provoking session, Nicola facilitated 3 'breakout sessions' giving the attendees the opportunity to discuss this topic in smaller groups. We had HR leaders from a variety of industries attend; here is some of the great feedback we have received:

“This was a thought-provoking event yesterday. Some great insights from Nicola, constructive sharing of ideas and highly interactive. Thank you Ashley Kate for organising this.”

“Fantastic event - thank you Amanda Underhill and Nicola Forbes-Taylor!”

“Brilliant event. I love learning something new, like facts, stats etc and the group learning in breakouts was great.”

OVERVIEW

Toxicity occurs when there is a consistent shifting of expectations in a way that is impossible to meet them. Where the inner circle dictates homogeneity of views and approaches and individuality is often alienated. Where transparency is absent and false democracy exists. We discussed how these tensions have been potentially exacerbated by the emotional impact of remote workings and the practical reality of not being in person with people.

To avoid toxicity, doing our due diligence before joining an organisation is critical. Researching publicly available information on Glassdoor and LinkedIn and reaching out to your network to take a look 'under the bonnet' of an organisation.

When in a toxic organisation, if you are feeling the impact, find a support network and plan your exit. If you are in a position to change it, have the brave conversation, hold leaders to account, address disconnects and champion transparency. Be the change you want to see, as Gandhi said.



Nicola specialises in coaching leaders to be more connected to and conscious of their impact. If you'd like to explore how Nicola can help you and leaders in your organisation, please connect with her on LinkedIn! To see how clients recommend her and the impact their work together has had, take a tour of recommendations on her website:

Consultant to startups and scale-ups

nft.consulting

Connect on [LinkedIn](#)

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