



Alison Best

Having spent twelve years as an Employment Lawyer, initially at City firm Herbert Smith, and later with national firm Mills & Reeve, Alison joined byrne-dean in 2012 to facilitate engaging, interactive workplace training. Alison brings a range of skills to her current role as Director, Co-Head of Training. She's focused on supporting byrne-dean's team of great facilitators as well as working closely with clients to design and deliver training herself. She has been described as a 'brilliant' and 'superb' facilitator and takes a creative approach. Working with clients across a range of sectors and cultures, listening closely to their needs and objectives, she provides bespoke training solutions to meet their particular requirements. As well as traditional face-to-face sessions, she creates effective, interactive blended learning. Alison easily adapts to new technologies and leads the development of our virtual and online training delivery. Much of Alison's facilitation centres around workplace behaviour, preventing harassment, and inclusion. Her warm and personable approach builds connection with participants, enabling them to feel comfortable to reflect, challenge, and share their views. Alison knows from experience that people rarely change their behaviour at work or their leadership style because they are told to; they change because they connect on an emotional level with the concepts, reflect on the ideas and have an actionable toolkit for implementing meaningful change.

Experience

Training design and facilitation – Alison has extensive experience of designing and facilitating impactful training. She covers a wide variety of subject areas specialising in inclusion (respect, unconscious bias, privilege, micro-aggressions, and appropriate behaviour), effective communication, conflict resolution, managing within the law, and leadership fundamentals.

Digital and online training – Alison has been building online learning for over a decade. She leads our digital work and has contributed to the creation of compelling digital learning in relation to topics including harassment, mental health and anti-racism. She uses our in-house software, Articulate.

Drama-based learning and effective communication skills – Alison is adept at delivering immersive, experiential workshops - working with professional role_playing actors, in person and virtually, to build participant skills and confidence.

Employment law – As a former Solicitor, Alison has in-depth experience across the range of employment law subjects (from TUPE and redundancy to dismissal, harassment and discrimination).

Global experience – Alison works with individuals across a wide range of cultures, geographies, and backgrounds. She has worked in Asia (Japan, Singapore, Hong Kong), Australia, North America, and across Europe.

1:1 work – Alison has expertise, and spends a considerable amount of her personal time, as a listening ear in 1:1 conversations with individuals in need of support. She also conducts 1:1s with leaders where there is a risk situation (arising out of conduct concern/complaint).

What counts most – Alison is most proud of her two teenage daughters whose capacity to grow and adapt through tough times continues to be an inspiration.

Qualifications

BA (Law), Queens' College, Cambridge

LPC, College of Law