



**SURE BETTS**  
HR Solutions

# How to Lead with Confidence and Survive in a post ER Act World



Leadership Training by

**Doug Betts**

Founder of Sure Betts HR Solutions



## Why this programme matters now in 2026

The Employment Rights Act 2025 changes how business owners and , managers hire, manage performance, handle absence, prevent harassment and exit employees.

Whilst having the right contracts and handbook wording matters. Knowing how to manage people properly is what will really protect you and your organisation.

I'As an HR Consultant and business owner myself, I am passionate about sharing what I've learned in a 25 year HR career with anyone who manages people so that they can lead their teams with confidence and clarity, and avoid small people issues becoming bigger ones which then become expensive to try and fix.

It's always staggered me how many businesses promote people to leadership positions but then just expect them to be natural leaders rather than teaching them the skills they need to lead a team.





## Why choose me

I've been designing and delivering interactive training sessions since 2009 and enjoy engaging with different audiences and getting them to interact and think about how they lead.

Here's what some of my past delegates have said:

*"Doug's session was very informative. I liked the way it was set out and involved everyone in the group"*

*"Doug was well prepared and the material was presented in an engaging and interesting way"*

*"Very insightful for both new and established leaders"*

*"Doug led a session around diversity and the training really opened my eyes to prejudices and how to change behaviour"*





## How I run training sessions

For all my online and in person training sessions I really dislike cliches such as too much reliance on PowerPoint, Flip Charts, and cheesy getting to know you exercises. I also dislike training that gets forgotten about the moment it ends.

My Training sessions are:

- Short, and focussed with up to date legal input
- Involve real life case discussions
- (names changed to protect the not so innocent!)
- Involve group discussions and problem solving
- Action planning that's fed back to the person who's investing in the learning
- 1:1 coaching built into the live programmes





## **Course Content**

***Note e-learning will be condensed in all 10 modules***

### **Week 1 – What’s changed in law and why it matters**

#### **Covering:**

- **Key Changes**
- **Basics of UK Employment Law**
- **Equality Act**
- **Flexible Working**
- **Sick Pay**
- **Whistle Blowing**
- **Family Friendly Leave**
- **Predictable Working Patters**
- **Zero Hours Contracts**
- **Harassment & Bullying**
- **Unfair Dismissal/Probation**
- **Fair Work Agency**
- **Union Rights**
- **Gender Pay Gap**
- **Menopause Action Plans**



#### **Outcomes**

- Managers will understand the new legal risks and landscape



## **Week 2 – Hiring Safely in 2026**

### **Covering:-**

- **Employment Status (IR35) and the risks of getting it wrong**
- **How to attract, hire and onboard safely**
- **Anti discrimination law in recruitment**
- **Why hiring in line with values matters**
- **Top 10 recruitment failures**
- **Why job descriptions are key and how to do one that's not rubbish**
- **Offer stage & pre-employment checks**
- **Legal paperwork**



### **Outcomes**

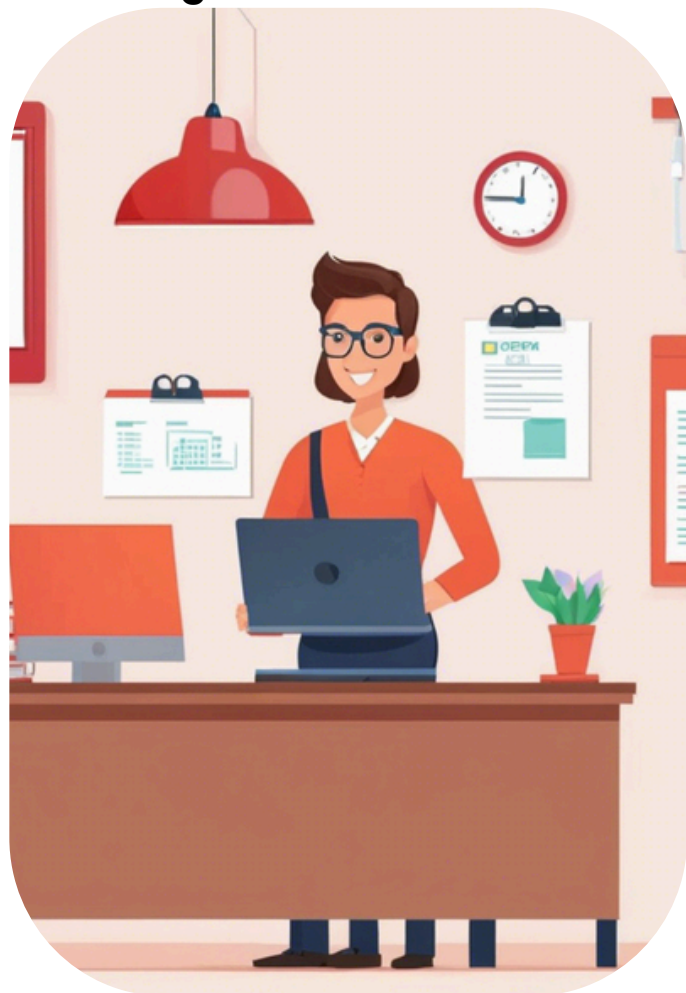
- **Managers will understand how to recruit in a robust and cost effective way that's aligned with your culture**



## **Week 3: Probation, Induction & Managing early risk**

### **Covering:-**

- **Creating the right employee experience through induction and onboarding**
- **Managing probation properly**
- **Key documentation**
- **How to protect yourself early**



### **Outcomes**

- **Managers will become confident in early stage performance management.**



## **Week 4: Performance & Difficult Conversations**

### **Covering:**

- **Managing performance post ERA**
- **Capability vs disciplinary**
- **Measuring performance**
- **Objective setting**
- **Giving critical feedback**
- **The importance of clear documentation**
- **Leading productive meetings**

### **Outcomes**

- Managers will become confident intervening early and lawfully reducing the risk of sickness/grievances/high turnover/unmotivated high performers





## **Week 5: Nurturing, Retaining, and Developing Talent**

### **Covering:**

- **Managing high performers**
- **Career Conversations**
- **Career Paths**
- **Managing expectations of ambitious performers**
- **How to manage talent fairly, and flexibly**
- **Allowing for learning through mistakes**

### **Outcomes**

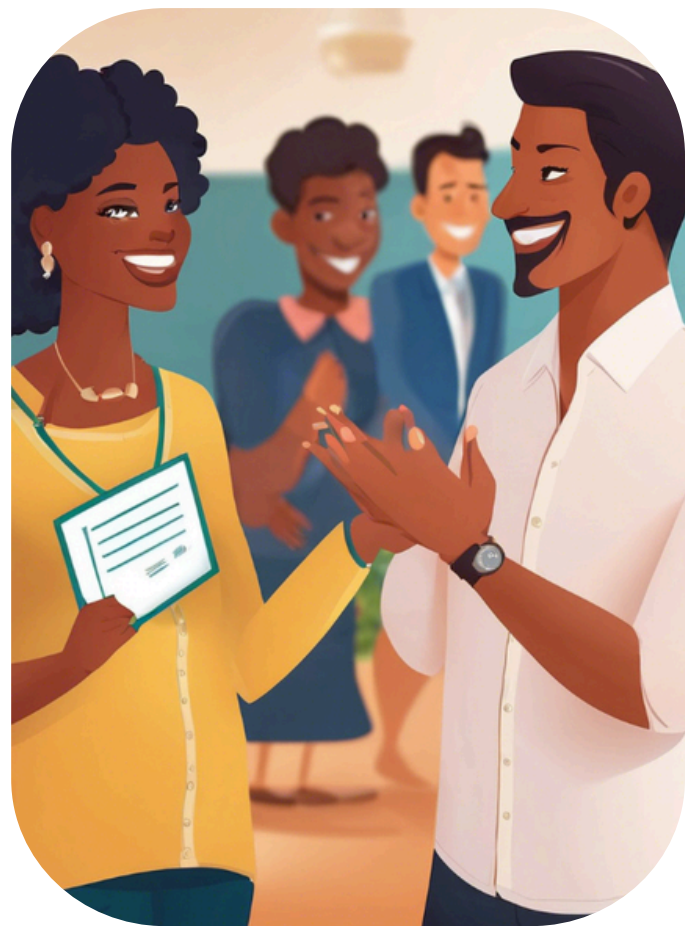
- Managers will develop skills that retain top talent helping to reduce losing your best staff to your competitors and saving the cost of rehiring.



## **Week 6: Good Culture including Psychological Safety and anti harassment legislation**

### **Covering:**

- **Culture & Values**
- **Legal responsibilities for harassment**
- **Going beyond the policy**
- **How to create psychological safety**
- **Whistleblowing**
- **Unconscious Bias**
- **Equity, Diversity & Inclusion**



### **Outcomes**

- Managers will become proactive in how they comply with legislation and by creating the right environment for talent in their teams to thrive, will reduce the risk of turnover and fire fighting staffing issues.



## **Week 7: Absence and Wellbeing**

### **Covering:**

- **Wellness & Absence**
- **Managing Short vs long-term sickness**
- **How to get the best out of Occupational health**
- **Making reasonable adjustments for disabled employees**
- **Medical capability dismissal**
- **Menopause Support – legal requirements**
- **How to support employees with mental health**



### **Outcomes**

- Managers will have a greater understanding and confidence in dealing with welfare and support in a compliant way, reducing the risk of discrimination claims and reducing sickness levels in the team.



## **Week 8: Flexible Working & Predictability in Practice**

### **Covering:**

- **How to manage a flexible working request fairly**
- **Managing Workers on Zero hours contracts under new legislation**
- **How to lead a hybrid team**
- **How to manage AI in the workplace**



### **Outcomes**

- Managers will have a greater understanding and confidence in dealing with welfare and support in a compliant way, reducing the risk of discrimination claims and reducing sickness levels in the team.



## **Week 9: How to lead on Change**

### **Covering:**

- **How to change someone's contract - before and after the change in legislation (2027) (Fire and Rehire ban incoming)**
- **What is TUPE and how could it affect your organisation**
- **How to lead on change and get buy in**
- **Minimising tribunal risk**

### **Outcomes**

- People are generally reticent about change if they don't feel in control. This will give managers practical tips on how to get their teams to feel that they are part of the change and onboard with it reducing risk of resistance and/or nothing changing





## **Week 10: How to say goodbye to your employee**

### **Covering:**

- **Resignations – reading between the lines**
- **Potentially fair reasons for dismissal**
- **Protected Conversations & Settlement Agreements**
- **Restrictive Covenants**

### **Outcome:**

Managers exit their employees safely reducing the legal risk as well as reflecting on what their employee leaving has taught them and how to do something useful with the feedback.





## **I'm delivering this training in 3 ways to fit in with your individual business needs**

### **Option 1: E Learning Platform**

Ideal if you're on a budget and want flexibility with how you and your team learn.

**60-90 minute modules £299+VAT per delegate**

### **Option 2: Live weekly online sessions**

Ideal for accountability, discussions and applied learning with 1:1 coaching

**10 weekly interactive sessions  
£1250+VAT per delegate or £995+VAT  
early bird if you book before 31 March  
2026.**

### **Option 3: Bespoke delivery onsite at your premises**

Ideal if you want content tailored to your organisation, real case examples used. Ideal for: leadership teams, and/or high-risk environments.

**Each session is ½ day. Content can be reduced/added to depending on your needs**

**½ Day £1250+VAT**

**Full Day £2500+VAT**



# Next steps?

If you'd like to ensure that you and/or your people managers are equipped to lead in the best possible way, with confidence and clarity and are comfortable with what the legal changes mean for them then get in touch with me using the details below for a free no obligation chat to answer any questions.

Id love to be able to help your people leaders take the next step

*Doug*



[www.surebettshr.com](http://www.surebettshr.com)



07585 335059