



Liberate

M A N A G E M E N T T R A I N I N G



people
LAW

The Origin Story

At People Law, we have years of experience of assisting clients with employee relations disputes, investigating conduct issues and grievances, and defending clients in employment tribunals.

One pattern emerges consistently.

Most legal risk doesn't stem from the ignorance or the misapplication of employment law. It stems from managers and leaders avoiding the early, sometimes difficult, often all-too-personal, conversations.

Managers and leaders aren't failing deliberately. Most are "accidental"; those who were promoted for technical skills and capabilities, but who are unfamiliar with – and untrained in – managing people.

Through Liberate, we translate our frontline legal experience into practical leadership and management training - with the aim of dramatically mitigating the people-related risk faced by employers.

We achieve that through teaching leaders and managers how to build **connection** in their teams.

Connection

For decades, businesses have chased employee engagement scores as the causal engine of business success, pouring resources into surveys, perks and interventions. Despite that, employee engagement, globally, continues to decline. Engagement tells us **what** people feel, not **why**. Perks, socials and values campaigns fail because they treat symptoms, not root causes.

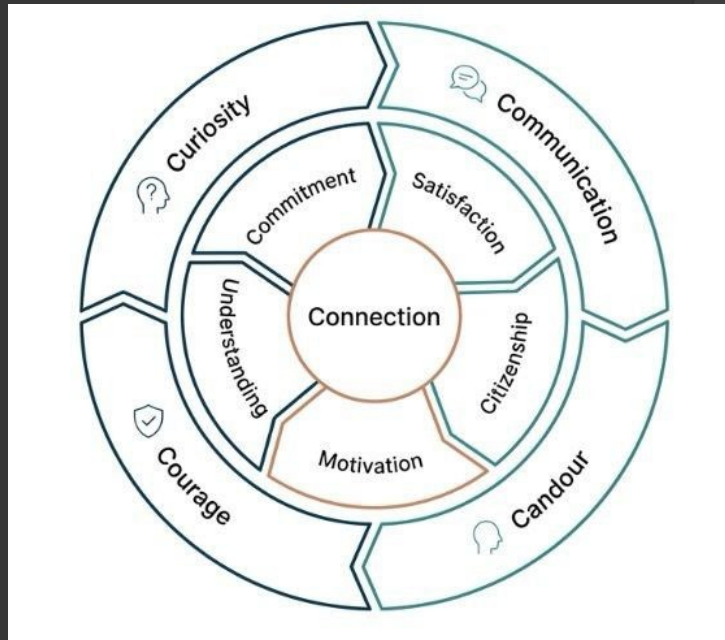
Rather than focussing on engagement, Liberate is designed to equip leaders and managers with the knowledge and skills that they need to build **connection** in their teams. When employees feel connected, engagement, performance, productivity and profitability increase; and grievances, conduct issues and attrition all decline.

At a human level, we spend our whole lives chasing connection. That doesn't switch off when we walk through the office door or log on to Teams. Given that we spend around 90,000 hours at work in a lifetime, the workplace provides us with significant opportunity to meaningfully connect: with our colleagues, our leaders, our values and our companies.

When people feel connected, they lean in. Building connection is one of the strongest legal and cultural risk control measures available to employers.

The Liberate Management Flywheel

We see connection as a flywheel. A set of everyday behaviours that, exhibited consistently, start to generate their own momentum inside a team.



To feel connected, employees must first feel satisfied, committed and motivated. They must feel a sense of citizenship, and a sense of understanding.

Those feelings occur naturally when managers and leaders demonstrate the 4 behaviours that we call the Liberate Management Principles.

Curiosity: leaders who ask, listen and genuinely want to understand their people. They explore, rather than assuming they already know.

Communication: clear expectations, regular check-ins, honest updates. Not radio silence or last-minute surprises. People know what “good” looks like, where they stand, and how their work connects to the bigger picture.

Candour: kind, specific truth. Saying the hard thing early, with care, instead of avoiding it, or dropping it like a grenade.

Courage: having the conversations many of us would rather postpone: the underperformance chat, the tension between colleagues, the “*that didn’t land well*” moment. And doing it in a way that protects dignity on all sides.

Leadership Training



Part 1: Appreciation of Risk

- Framework-level knowledge of employment law
- Familiarity with terms and risk, & confidence in consequence
- Employment law risk, in a day-to-day and practical context



Part 3: Where Risk Really Lies

- “Accidental Managers” as the root cause
- Ineffective communication, and lack of courage
- Curiosity as a superpower
- Candour as the antidote to misplaced empathy



Part 2: The Role of HR in Business

- Maximising the performance of people in business
- Managers as first-line HR
- Maximising business potential through HR



Chatham House rules apply.

1 Day

In Person

Senior
Teams

£3,000
exc VAT

people
LAW 

**Discounted for retained People Law clients*

Management Training – Day 1



Session 1: Introduction to Management

- What it means to be a people manager
- Shifting from 'doer' to 'leader'
- The Liberate Management Framework



Session 3: Culture & Engagement

- “Accidental Managers” as the root cause
- How engagement boosts performance & productivity
- Activating the 5 elements of team engagement



Session 2: An Appreciation of Risk

- Employment Law risk in a day-to-day context
- Language and key principle familiarisation
- How framework knowledge leads to confidence



Session 4: Curiosity

- The underrated superpower of great managers
- Asking better questions, listening without judgment
- Diagnosing team dynamics through curiosity

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Management Training – Day 2



Session 5: Communication Pt I

- Communicating with clarity & purpose
- Verbal & non-verbal communication
- Effective message encoding and decoding



Session 7: Candour & Empathy

- “Accidental Managers” as the root cause
- How engagement boosts performance & productivity
- Activating the 5 elements of team engagement



Session 6: Communication Pt II

- Understanding, remembering and evaluating
- Listening, not hearing
- Turning listening into action



Session 8: Courage

- The underrated superpower of great managers
- The benefits of early intervention & a “quiet word”
- Why you don’t need to have all of the answers

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We'd love to Connect



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