

THE SCOTTISH HR LEADERSHIP GROUP PRESENTS

# THE SCOTTISH HR LEADERSHIP MASTERCLASS SERIES 2021

March –  
June 2021

SOMEWHERE INSIDE ALL OF US IS THE POWER  
TO CHANGE THE WORLD  
- MATILDA, ROALD DAHL



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# FOREWORD



**SANDY BEGBIE**  
**Chair, Scottish HR Leadership Group**

On behalf of the Scottish HR Leadership Group Board, I am absolutely delighted to be welcoming you to our Masterclass series. The quality of the events has rarely, if ever, been experienced here in Scotland and certainly never for the HR profession. Alix Meekison and her team have done an outstanding job in putting this together and I would like to thank them for all their hard work and creativity. I would also like to thank my Board colleagues for all their support over the last few years.

Like many other people, as a result of the Covid crisis, we have had to change plans and move the series to being virtual but in many ways that has also allowed to be innovative in how we will be running them plus attracted a wider range of speakers. I know we will all learn and benefit enormously from taking part in this series.

I know you will enjoy the masterclass series, I am thoroughly looking forward to the events.



**ALIX MEEKISON**  
**Secretary, Scottish HR Leadership Group**

I have always been fascinated by people's motivation, why in that 'sliding doors' moment do we choose the path we do. How often it's the simplest of actions that results in a life changing moment. Yusef Salaam accompanied his friend to a police station resulting in being incarcerated for almost 7 years. Elizabeth Nyamayaro was given food by a UN worker.

The speakers for these classes are all individuals who have lived through formidable life events and emerged stronger often after a harrowing journey. A passion for their lived experience then translates into a desire to change the system. All are fascinating and amazing stories which have resulted in books, articles and television programmes.

These Masterclasses are unique experiences, on behalf of the SHRLG it has been a huge privilege to have programmed these events and I have tried to source world class speakers whom you are unlikely to have had the opportunity to engage with previously. I hope you all enjoy the opportunity to discuss the themes, question the speakers and enjoy debate with your colleagues.

Somewhere inside all of us is the power to change the world, that means you!

# SCOTTISH HR LEADERSHIP GROUP

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The SHRLG was established with a clear purpose and 3 main objectives which were focused on:

1. Creating a leadership group and network for the profession here in Scotland.
2. Supporting the development of the profession.
3. Acting as an influential voice on important issues that impact our society.

We are very pleased with the overall progress of the Group and while, understandably, focus has been on the first two of these objectives, we strongly believe, that as we as a country start to rebuild post-crisis our attention will increasingly turn to the third of these objectives. Our profession will have a vital role in helping our organisations and society 'build back better' to ensure we have a fairer and more inclusive country.

There are now literally hundreds of the profession engaging with the network on an ongoing basis. The power and value of the network was never more evident than the first lockdown when there were daily connections about how different organisations were supporting their people. These discussions covered a whole range of topics from policy through to wellbeing to key workers etc. The feedback is exceptionally positive about the value of this network.



# MEET THE BOARD



## **Sandy Begbie CBE**

Chair, Scottish HR Leadership Group  
Chief Executive, SFE

Sandy Begbie CBE was appointed Chief Executive of Scottish Financial Enterprise in October 2020.

Prior to joining SFE, Sandy led the development of the Scottish Government's Young Person's Guarantee following an 18-month contract at Tesco Bank as the Chief Transformation Officer.

Sandy was responsible for the Global People, Organisation and Culture Integration following the successful merger of Standard Life and Aberdeen Asset Management in 2017. Before the merger Sandy was the Chief People Officer and Lead Executive for China and Hong Kong for Standard Life for eight years. During this time, he led the Standard Life HR team to be recognised as one of the top performing functions in the UK and also led the turn-around of Standard Life's Chinese Joint Venture. Sandy was appointed Senior Advisor to the Standard Life HASL Asia business in Hong Kong in July 2020, having been Chair of the Hong Kong-based Board since 2014.

Before joining Standard Life plc in May 2010, Sandy held similar Transformation and Group HR Director positions within Aegon, Scottish Power and the Royal Bank of Scotland.

Sandy holds several non-executive positions including Chair of Career Ready, Non-Executive Director of Place 2 Be and Chair of the Centre for Moving Images.

Sandy was awarded a CBE in the Queen's Birthday Honours List in August 2018 for services to business and social inclusion.

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*"When everyone is included, everyone wins."*

**Jesse Jackson**



## **Rosemary McGinness**

Vice-Chair, Scottish HR Leadership Group  
Chief People Officer, Weir Group plc

Rosemary joined Weir as Chief People Officer in the summer of 2017.

Rosemary was Group HR Director of William Grant & Sons, the international premium spirits group, for twelve years. Having started her career in line management with Forte Hotels Rosemary has held a range of positions covering all aspects of Human Resources across the globe, including being based in New York in her role as Senior Vice President of HR for document management company Bowne Business Solutions.

Rosemary is an Advisory Board Member to the School for CEO's and an Advisory Board Member of the University of Strathclyde Business School. She is also a Fellow of the Chartered Institute of Personnel and Development.

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*"For there is always light, if only we're brave enough to see it, if only we're brave enough to be it."*

**Amanda Gorman**





### Lynne Highway

Director, Colleague Experience & HR Transformation,  
NatWest Group

A dynamic and versatile HR professional; Lynne is a member of the NatWest Group HR Executive Committee and has recently started a new job as Director of Colleague Experience and HR Transformation. In this job, Lynne is responsible for Colleague Experience, HR Digital strategy, HR transformation and HR operational delivery across the Group. Prior to this, Lynne held the position of HR Director, Services & Functions and was responsible for the effective design and delivery of the people strategy for c.25,000 colleagues globally. Lynne has significant experience in leading strategic people and change programmes across diverse business contexts and multiple geographies and played a key role in the NatWest response to the Coronavirus Pandemic. A well-respected leader, Lynne demonstrates a purpose-driven and pragmatic approach with her team and her stakeholders. As a member of the CIPD, Lynne is committed to continuously developing herself and those around her. Passionate about supporting others to achieve their potential, Lynne is a member of the Princes Trust Council (Scotland) and actively mentors several individuals across sectors.

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*“You are what you do, not what you say you’ll do.”*

**Carl Jung**



### Kate Guthrie

Group Human Resources Director, Virgin Money UK

Kate joined CYBG in January 2016 immediately prior to the demerger of the business from National Australia Group and the IPO and listing on the UK Stock Exchange. Following two successful years as an independent business, CYBG acquired Virginmoney in October 2018 and the business was rebranded as Virgin Money UK. Kate and her team are leading on the People Strategy including the Group’s Purpose and Values, organisation design and people related challenges associated with the integration of the two companies. This includes the transformational approach to leadership and performance management and the team based incentive scheme linked to delivery of the strategy. Virgin Money UK is now the sixth largest bank in the UK.

With over 30 years domestic and international multi sector experience Kate has worked for several companies who are recognised for their HR functions and alumni. They include Marks and Spencer, Diageo, and Novartis.

Immediately prior to joining CYBG/Virginmoney, she worked for Lloyds Banking Group for eleven years. She played a key role in developing the company’s approach to culture and capability as HR Director for Culture, Capability and Engagement.

Kate is a Non-Executive Director and Remuneration and Nominations Committee chair for Border to Coast and a Trustee of the Virgin Money Foundation.

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*“Power is of two kinds. One is obtained by the fear of punishment and the other by acts of love. Power based on love is a thousand times more effective and permanent than the one derived from fear of punishment.”*  
**Mahatma Ghandi**



### Rose Thomson

Chief Human Resource Officer, Standard Life  
Aberdeen

Rose is Chief Human Resource Officer of Standard Life Aberdeen. She has had a distinguished career in HR, having held senior roles in Travelport Worldwide, Barclays Bank, The Coca-Cola Company, The Walt Disney Company and IBM. Originally from Australia, she has lived and worked across Asia, the USA and Europe. Rose holds a BA in Psychology and an MA in Human Resources, both from Macquarie University in Sydney, Australia.

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*“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”*  
**Ronald Reagan**



### John Stewart

Director of HR, SSE plc

John Stewart is the Director of HR for SSE plc, a business focused on being a leading provider of Energy in a net zero world. SSE is currently involved in building the world’s largest off-shore Windfarm.

John has worked in a broad range of Senior Management roles in both the UK and in the US. He is passionate about people development and actively promotes the development of young people through SSE’s Talent Pipeline Programmes and through his membership of the Career Ready Advisory Board in Scotland, and as a Developing the Young Workforce Ambassador.

He is strongly committed to SSE being a responsible employer and believes in transparent measurement and reporting of people data. This has led SSE to measure and report on the value of its Human Capital, its Return on Training and its Return on Inclusion. This analysis has allowed informed approaches to be taken to develop a longer term deliver plan, targets and strategy in these key areas.

Outside work his interests include his family, cycling, tennis and travel. He is also a school governor and mentors a number of people within the HR arena.

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*“I’ve missed more than 9,000 shots in my career. I’ve lost almost 300 games. 26 times, I’ve been trusted to take the game winning shot and missed. I’ve failed over and over again in my life, and that is why I succeed.”*  
**Michael Jordon**



**Shirley Campbell**  
Director for People, Scottish Water

As Director for People, Shirley believes that Scottish Water, as a major employer in Scotland, has a responsibility to help people build resilience and develop adaptable skills and capabilities which support the sustainability of the business, communities and the individuals themselves. She is passionate about Agile working and creating inclusive digital environments where people can flourish and be highly productive.

In addition to her role as a member of the Scottish Water Executive team she is Chair of Scottish Water Horizons Holdings Ltd. She became a member of Scotland's Fair Work Convention in 2018 and is an adviser to SCDI on productivity. Shirley also has Executive accountability for Scottish Water's partnership with Water Aid Scotland.

With over 25 years cross sector experience Shirley has held Executive roles at Heriot Watt University, Royal and Sun Alliance and Aviva before joining Scottish Water in 2011. She has also been an Independent Non Executive Director for Dundee University and BT Scotland.

Whilst at Aviva she took on the role of Operations Director for Norwich Union Direct and worked Internationally on the development of Aviva's Indian operations. She has also been an adviser to INSEAD Business School in France on their Executive Education programme.

She has a BSc (hons) in Psychology and a post graduate qualification in Personnel Management. She is a Chartered Fellow of the Institute of Personnel and Development and a trained counsellor. In 2017 she won the Institute of Director's (Scotland) Female Director of the Year award.

*"Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence."*

**Helen Keller**



**Carol Henry**  
Group People Director, Arnold Clark

Carol Henry has been People Director of the Arnold Clark Group for eight years. After gaining a B.A. (Hons) in Business Management with HR, she spent three years at Scottish Power in an HR role before joining the Arnold Clark Group in 2002.

Today, Carol leads all of the departments that create the Arnold Clark employee experience. Together these department support over 11,000 employees across the UK; this includes over 200 Arnold Clark branches, two head office locations and three GTG training facilities.

Passionate about employee engagement, Carol sets the tone for the Group's diversity, inclusion and wellbeing strategies, while spearheading the way for youth and female recruitment in the automotive industry. The incredibly successful Girls with Skills initiative works to break gender stereotypes in the automotive industry, giving young women the opportunity to start a career at Arnold Clark. A chartered fellow of the CIPD, Carol strives to deliver the best possible employee experience, ensuring the values of Arnold Clark are upheld for every employee in the business. In 2018, Carol oversaw the launch of 'Space', the Group's first employee wellness platform, which hugely supported employees throughout the challenges of 2020.

Outside of work, Carol is a passionate supporter of several charities, most recently having skydived in support of the Beatson Cancer Charity, along with a group of her peers in the HR industry.

*"You may not always have a comfortable life, and you will not always be able to solve all of the world's problems at once, but don't ever underestimate the importance you can have. Because history has shown us that courage can be contagious, and hope can take on a life of its own."*

**Michelle Obama**



**Gill Scott**  
HR Director, Aegon

Gill is the HR Director at AEGON UK, a pension, insurance and investment company based in Edinburgh, a subsidiary of Aegon N.V. that is headquartered in The Hague. She has worked in Aegon since 1991, and with almost three decades of experience in Operations, Change Management and HR, Gill has a real passion to help people to be at their very best. She has been key to delivering business transformation success, re-defining the role of HR and creating an inclusive and purpose-led culture. Prior to joining Aegon, she went from University into roles in Retail, including a formative year in Harrods, London, that ignited her passion for serving the customer through excellent people.

Gill sits on the Board of Foursquare, an Edinburgh based homelessness charity and on the Personnel Committee of the Scottish Episcopal Church. She lives in Edinburgh, is married with 3 grown up sons and enjoys doing "anything creative" in her spare time, including playing and listening to music.

*"Authenticity is a collection of choices that we have to make every day. It's about the choice to show up and be real. The choice to be honest. The choice to let our true selves be seen."*

**Brene Brown, The Gifts of Imperfection**



**Jacinta Stewart**  
HR Managing Director, Barclays

Jacinta Stewart, Managing Director, is Head of Human Resources for Corporate & Investment Bank (COO), Barclays Execution Services Chief Operating Office (COO), Cards & Payments (COO), Group Global Compliance and is also the Head of HR for Barclays in Scotland. Jacinta is an integral member of the respective leadership teams and a trusted strategic partner, supporting their aggregate global colleague base of over 30,000. Jacinta is also the Group COO Diversity & Inclusion (D&I) Strategy HR lead, driving Barclays ambitious gender objectives and is the Barclays Scotland Gender Network sponsor. From a personal and professional perspective, Jacinta is passionate about diversity and inclusion and in particular gender diversity and has recently become the Chair of the Wildhearts National Schools Advisory Board. Prior to working for Barclays, Jacinta gained extensive HR experience across various sectors and industries – Financial Services, Manufacturing, Telecommunications and Outsourcing.

*"A good leader inspires people to have confidence in the leader. A great leader inspires people to have confidence in themselves"*

**Eleanor Roosevelt**







**Lynne Clow**  
Senior Vice President HR and Shared Services,  
KCA Deutag

Lynne started her career in the financial sector, working for RBS and Standard Life. She then spent six years with Deutsche Bank in a number of HR roles before joining a technology start-up company where she became Global Head of Human Resources. Lynne then returned Standard Life PLC and lead the International HR team and supported the company's flotation on the stock market.

Lynne has also held a number of operational, as well as HR roles in the technology sector as well as in manufacturing and construction where she was the Group Operations Director. Since June 2012 she has been Senior Vice President HR for KCA Deutag, an Oil and Gas company operating globally from Aberdeen. Lynne has recently been appointed as Senior Vice President for Shared Services where she now has responsibility for HR, Supply Chain and IT across the Group.

Lynne is a Trustee of a UK wide charity and a member of the Childrens Panel.

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*"Life isn't about waiting for the storm to pass its  
about learning how to dance in the rain."*  
**Vivian Greene**



**Alix Meekison**  
Secretary, Scottish HR Leadership Group  
Director, FWB Park Brown

Alix has a Political Science degree from the University of Aberdeen and joined FWB Park Brown from Odgers Berndtson in 2013. Alix is a very experienced Executive Search Consultant having delivered HR search for more than 20 years, even having a party with 200 people in the Balmoral Hotel to celebrate this!

Alix founded the Scottish HR Leadership Group and the Saadi Inclusion and Diversity Group. Alix runs numerous discussion groups and sits at the heart of the HR Community in Scotland.

With a strong passion for both Social Justice and the Arts, Alix is involved in Maggies, an Ambassador for WildHearts-Business for Good, Scottish Ballet and Dancebase. Alix sits as a NED on Dundee Rep and Scottish Dance Theatre and St Leonards Junior School. Her favourite role is as Mum to Claudia, age 7.

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*"I am no longer accepting the things I cannot  
change. I am changing the things I cannot  
accept."*

**Angela Davis**



**Susan Murphy**  
Chair in Leadership Development & Co-director  
Centre for Strategic Leadership, University of  
Edinburgh Business School

Susan Elaine Murphy is currently chair in leadership development at the University of Edinburgh Business School. She was formerly Director of the School of Strategic Leadership Studies at James Madison University and Professor of Leadership Studies, and Associate Director Henry R Kravis Leadership Institute at Claremont McKenna College in California.

She has published numerous articles and book chapters on leadership, leadership development, and mentoring. Her work has been published in Academy of Management Executive (currently Academy of Management Perspectives), Leadership Quarterly, Organizational Behaviour and Human Decision Making, Journal of Vocational Behaviour, Journal of Business and Psychology, and the Journal of Applied Psychology. Her most recent edited volume with Rebecca Reichard is Early Development and Leadership: Building the Next Generation of Leaders and an authored book, Power Mentoring: How Successful Mentors and Protégés Make the Most of Their Relationships, with Ellen Ensher. She also serves on the editorial board of The Leadership Quarterly.

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*"The two most important days in your life are the  
day you are born and the day you find out why."*

**Mark Twain**



**Jane Brydon**  
Human Resources Director, HEINEKEN UK

Jane is the Human Resources Director for HEINEKEN UK, joining the business in early 2014 and as part of the Management Team is responsible for the People Agenda.

Jane's previous roles include Sainsbury's Bank where she was the People and Communications Director part of the management team responsible for creating the new bank now owned by Sainsburys plc.; HR and Communications Director for Scottish Widows from January 2009 to August 2010 driving the integration with Clerical Medical insurance business as part of the Lloyds Banking Group purchase of HBOS; Group Functions HR Director for HBOS between 2004 and 2009 and previous to that various oversees programme and change management roles with the Scottish Qualifications Authority. Jane is also on the Board of The Board of Worldwide Cancer Research and the Advisory Board for Strathclyde Business School. Jane has a BA (Hons) Economic History and MBA from Strathclyde Business School.

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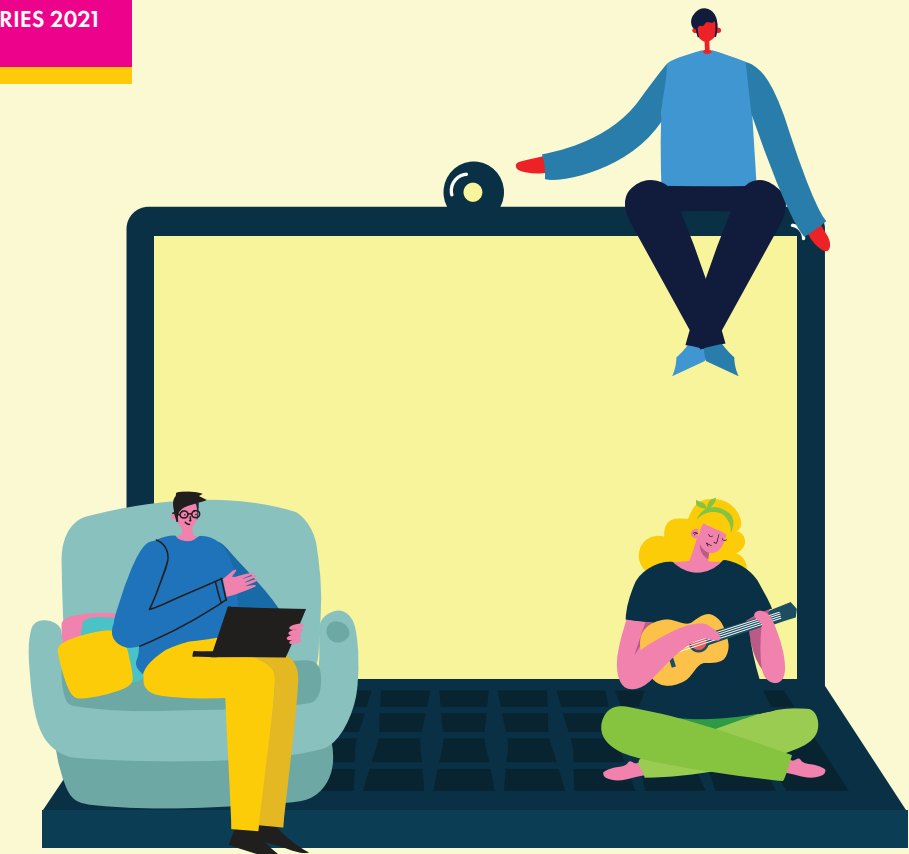
*"Diversity is about being invited to the party.  
Inclusion is about being asked to dance."*

**Verna Myers**





**"Somewhere inside all of us is the  
power to change the world."**  
- MATILDA, Roald Dahl



# MASTERCLASSES

This Masterclass series has been programmed to challenge perceptions. Each speaker will share their journey with us, we will then split into breakout rooms led by senior people to discuss the key themes. Following this we will return to the plenary session for a Q and A with the speaker. Each session is interactive and we will gather the take away themes for review.

The masterclasses are:

- **Monica Lewinsky**, *The Price of Shame*
- **Elizabeth Nyamayaro**, *I am a Girl from Africa*
- **Yusef Salaam**, *When they see us, Black Lives Matter*
- **Geoff McDonald**, *Do you care about your people?*
- **Anna Teal**, *Bringing the Outdoors into your Workplace*
- **The Human Library**, *Don't Judge a book by its cover*

Each masterclass will also feature a charity partner, details of which can be found within the programme. Charities have been hit particularly hard by the pandemic and we have partnered with a different Charity which has a strong relationship with members of the SHRLG for each session. There is a donation link attached to each class and we would encourage you to donate where you can.



Mon, 8 March 2021, 6-8pm

## MASTERCLASS 1. THE PRICE OF SHAME

### **Monica Lewinsky, Social Activist & Vanity Fair Contributing Editor**

Monica Lewinsky is a social activist, a global public speaker, a contributing editor to Vanity Fair and a consultant. She advocates for a safer social media environment and addresses such topics as digital resilience + reputation, privacy, cultivating compassion, overcoming shame and equality.

Monica's lens for these societal issues is focused by her myriad unique and profound experiences: working in government — both in the White House and the Pentagon; the investigation that resulted from her time in Washington, D.C.; involvement in media projects as both producer and subject; as an entrepreneur and designer; and lastly, education. She graduated with a degree in Psychology from Lewis & Clark College (Portland, Oregon) and, living abroad for graduate school, earned a Master's degree in Social Psychology from the London School of Economics and Political Science.

Lewinsky became known to the public in 1998, when it was revealed as part of a federal investigation that she had had an intimate relationship with then President Bill Clinton. Overnight, at just 24 years old, she went unwillingly, from being an entirely private individual to a public figure on the global stage.

The investigation unfolded against a backdrop of a changing media landscape with the advent of both competing 24-hour News Networks and the Internet. With the birth of social media in recent years, Lewinsky saw the increasing proliferation of the perpetuation of shame and humiliation online. As someone who had experienced both, on the widest scale and at a young age, she saw that she could participate in the public discourse about online harassment and work to effect change.

In 2014, Lewinsky authored an essay, titled "Shame and Survival", for Vanity Fair in which she overlapped personal experiences and cultural observations (June, 2014). The piece was nominated for a National Magazine Award.

In March, 2015, she was a speaker at the annual TED Conference in Vancouver. Her speech, "The Price of Shame" has been viewed over 10 million times. She has also spoken at the Forbes 30 Under 30 Summit and gave the Ogilvy + Inspire Lecture at Cannes Lions.

Working with global telecommunications company, Vodafone, in 2016, Monica conceived and helped to create a suite of Anti-Bullying Emojis for Support. The #BeStrong emojis, which are a free download, make it easier to show support to targets of bullying when words sometimes fail us — especially teens.

Today Monica works with several anti-bullying organizations, including as an Ambassador to both the Diana Award's Anti-Bullying Programme in the UK and Bystander Revolution in the US. She also supports Project Rokit, Ditch the Label, HeartMob, the Amanda Todd Legacy and The Tyler Clementi Foundation. Monica sits on the board of the Childhood Resilience Foundation. She advocates for people to #ClickWithCompassion.





## SEESCAPE CHARITY PARTNER

### Fife's leading sight loss support charity!

seescape provides vital services for people living with sight loss. Losing your sight is the most feared disability and can leave those affected feeling scared, isolated and unsafe.

From gradual to sudden loss of sight, our services are there to help clients on their sight loss journey to feel more accepting of their condition, confident, included and most importantly safe.

*My granny is 104 and seescape is a lifeline for her, without the talking books she would be absolutely lost and all the gadgets and support from the lovely staff, make her life so much easier. They are a small charity and need to raise £3,000 a week through fundraising activities to provide these vital services. I would be delighted if you would like to support, thank you. – Alix Meekison*

This year, as for many charities, has been even more difficult for our clients, but we have quickly adapted our services to ensure they remain safe and connected. Our fundraising has also been affected with the cancellation of events and community fundraising.

We rely on fundraised income to deliver our services and need to raise approximately £3,000 every week – you can help by making a donation [here](#).

**Your support can change a life – thank you!**

Stop press....coming soon! Have you, or your teams, ever felt unsure how to identify or engage with customers or colleagues who are blind or have a visual impairment?? seescape will shortly have online sight awareness training available

– want to find out more?  
Please contact:  
[sally.cameron@seescape.org.uk](mailto:sally.cameron@seescape.org.uk)







Thursday 18th March, 4-6pm

## MASTERCLASS 2. I AM A GIRL FROM AFRICA

**Elizabeth Nyamayaro is an award-winning humanitarian and former United Nations Senior Advisor on Gender Equality.**

Born in Zimbabwe, Elizabeth has worked at the forefront of global development for over two decades improving the lives of underserved populations and has been instrumental in fighting global inequalities, advancing social justice, and challenging the status quo to accelerate women's rights around the world – through her leadership roles at the World Bank, World Health Organization, UNAIDS, and UN Women.

Elizabeth is the mastermind behind HeForShe, a United Nations global solidarity movement for gender equality that took the world by storm, generating more than 1.2 BILLION conversations on social media and galvanizing men in every single country in the world in just five days. With her TED Talk garnering more than 1 MILLION views in its first weeks alone, Elizabeth is a prominent thought-leader and has engaged at global forums such as World Economic Forum in Davos, Cannes Film Festival, Skoll World Forum, Harvard, Oxford, the British Parliament, among others.

Named as Apolitico's 100 Most Influential People in Gender Policy 2018 & 2019, Elizabeth has been touted by The New York Times as "one of only two women transforming Davos", and has been featured in Vogue, Fast Company, Wired, Fortune, Elle, BBC and CNN. She has also served as a Glass Lions jury at Cannes Lions, and has received the PR Council Trailblazer Award for Social Impact and the Feminist Majority Foundation's Global Women's Rights Award.

A Political Scientist by training, Elizabeth holds a Masters of Science in Politics from the London School of Economics & Political Science and leadership education from the Harvard Business School.



**Click here for more information on Elizabeth's book,  
I Am A Girl From Africa.**

**DUN  
DEE  
REP**

SCOTTISH  
DANCE  
THEATRE

## DUNDEE REP CHARITY PARTNER

At the heart of Dundee Rep and Scottish Dance Theatre is the belief that artistic and creative works and experiences of the utmost professional level should be open and available to all. Our highly respected Engage programme is one of the largest in Scotland, and prior to March 2020, over 600 children, young people and adults took part in Engage offers every week.

Engage's role in the community is deeply entrenched. Within a month of the building's closure due to Covid-19, Where are you, Dundee? was launched to sustain that connection. Twenty-three video tasks were released over a 10-week period, with videos posted on a dedicated website. It attracted over 5,000 visits, with nearly 300 participant videos uploaded into the online galleries. Where are you, Dundee? was shortlisted for the 2020 Achates Philanthropy Prize.

We then introduced Digital Buzz, which brought our weekly classes online to share in creative exploration. Children, young adults, families, and older people are able to maintain the connections and relationships that were formerly shared within the Rep building. Many participants describe the experience as a 'lifeline' that supports and sustains them until gathering in person is once again possible.

Our provision of access is not limited to just classes. In December, our dance and theatre ensembles created Advent, a 24-day series of vignettes presented online, as well as Present, a series of seven live performances, delivered outdoors for specially selected recipients, including a care home and a school.

Creative experience is an essential aspect of life for people of all ages and backgrounds. Supporting Dundee Rep and Scottish Dance Theatre will help ensure that we can continue to provide opportunities for people to engage with - and benefit from - these experiences, online and in person; now, and in the future.



**Donate here**





Tuesday 6th April 5-7pm

## MASTERCLASS 3. THE SAADI LECTURE: WHEN THEY SEE US, BLACK LIVES MATTER

**Yusef Salaam, Entrepreneur, Author, Trainer & Leader**

On April 19, 1989, a young woman in the prime of her life was brutally raped and left for dead in New York City's Central Park. Five boys—four black and one Latino—were tried and convicted of the crime in a frenzied case that rocked the city. They became known collectively as "The Central Park Five."

Their convictions were vacated in 2002 after spending between seven (7) and thirteen (13) years of their lives behind bars. The unidentified DNA in the Central Park Jogger Case, unlinked to any of the five, had finally met its owner, a convicted murderer and serial rapist who confessed. The convictions of the boys, now men, were overturned and they were exonerated. One of those boys, Yusef Salaam, was just 15 years old when his life was upended and changed forever.

Since his release, Yusef has committed himself to advocating and educating people on the issues of false confessions, police brutality and misconduct, press ethics and bias, race and law, and the disparities in America's criminal justice system. In 2013, documentarians Ken and Sarah Burns released the documentary "The Central Park Five," which told of this travesty from the perspective of Yusef and his cohorts.

In 2014, The Central Park Five received a multi-million dollar settlement from the city of New York for its grievous injustice against them. Yusef was awarded an Honorary Doctorate that same year and received the President's Life Time Achievement Award in 2016 from President Barack Obama.

He was appointed to the board of the Innocence Project in 2018, and has released a Netflix Feature limited series called "When They See Us" based on the true story of the "Central Park Five" with Ava DuVernay, Oprah Winfrey and Robert De Niro, in May of 2019.

## MUSCULAR DYSTROPHY (MDUK) CHARITY PARTNER

Muscular Dystrophy UK is a charity bringing individuals, families and professionals together to beat muscle-wasting conditions. There are over 70,000 children and adults living with over 60 different types of muscle wasting conditions throughout the UK and Muscular Dystrophy UK. We support high quality research to find effective treatments and cures; and lead the drive for faster access to emerging treatments for UK families. Ensuring everyone has the specialist care and support they need is a priority to the charity while we also provide a range of services and opportunities to help individuals and their families live as independently as possible. The charity would not be where it is today if not for the overwhelming determination of supporters and families looking to bring about a change and we hope you will join us on this journey.

**In August 2016 my family's world was turned upside down when my 2 year old nephew, Thomas, was diagnosed with Duchenne Muscular Dystrophy. We were shocked to learn that this illness leads to extreme physical disability and is life limiting. Since then Thomas' Mum and Dad and our whole family have struggled to come to terms with what this means for Thomas and his future. Now aged 6, Thomas is a happy and an otherwise healthy little boy who loves dinosaurs and playing with his friends. He recently started steroid treatment which should prolong his ability to walk but does result in some quite difficult side effects. Our only hope for Thomas and other children like him is a breakthrough in medical research. Please help us by donating to Muscular Dystrophy UK who help fund this research so that one day we can find a treatment or even a cure for this devastating illness.**

**- Arlene Stokes, Vice President Human Resources, Weir Minerals, SHRLG Member**



**Click here to go to the  
Muscular Dystrophy UK,  
Just Giving fundraising  
webpage.**

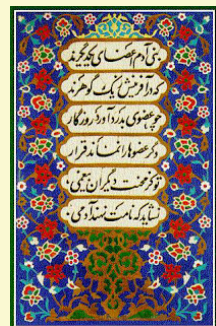
## SAADI, The Diversity and Inclusion Working Party of the Scottish HR Leadership Group

### Introduction to SAADI

"Given that business leaders can help set the tone and the climate around inclusion, we feel that HR Leadership Group members have access to put inclusion and equality on the corporate agenda, change perceptions and galvanise action.

A small group of the SHRLG has set up a working party to promote diversity and inclusion in Scottish workplaces energised by Black Lives Matters and the differential impacts that COVID-19 has had on minorities.

We call our group, SAADI, after the 13th century Persian poet and writer. His book, the Golestan is packed with tips on how to be a good ruler - guiding rulers to justice and people towards greater happiness and higher wisdom. His words are inscribed in a tapestry that greets visitors to the UN Building in New York City.



"Human beings are members of a whole,  
In creation of one essence and soul.  
If one member is afflicted with pain,  
Other members uneasy will remain.  
If you have no sympathy for human pain,  
The name of human you cannot retain."

We have three parts to our work:

- Courageous conversations – providing a safe place to listen and learn, prepare to be uncomfortable and be equipped to challenge
- Sharing successful approaches and helping to avoid pitfalls
- Deliver change – this is the most challenging, as we want to gain commitment to action, galvanise our group power, disrupt the status quo and transform mindsets.

Highlights of our work so far have been a conversation between two of our SAADI group – Rathy Thiruchelvam and Ethelinda Lashley-Scott about Ethelinda's personal experience as a black woman in Scotland. Recently we were joined by Sir Geoff Palmer, the distinguished academic and human rights activist to talk on the theme of why businesses should be tackling racism."

Robert Cole

### Meet the Board



**Robert Cole**  
Director, Forth Perspectives



**Rathy Thiruchelvam**  
Rathy Coaching & Consulting



**Carolann Begbie**  
Head Of Colleague Experience,  
Tesco Bank



**Gautam Dev**  
Global Head of Talent and Change,  
Standard Life Aberdeen



**Ethelinda Lashley**  
Curriculum Manager, Performing  
Arts Studio Scotland



**Marie Hernandez**  
Director of Performance and Culture  
Cornerstone







Thursday 15th April 5-7pm

## MASTERCLASS 4. DO YOU CARE ABOUT YOUR PEOPLE?

**Geoff McDonald**, *Global Advocate, Campaigner & Consultant on Mental Health in The Working World*

Geoff speaks with brutal honesty about his work-related depression whilst at Unilever – a taboo subject in even the most progressive organisations – and reveals how he is challenging the culture of silence around mental illness.

Geoff's background in HR, marketing, communications and sustainability is impeccable. During his 25 years with Unilever (with a turnover of £50 billion, 170,000 employees in 90 countries around the world), his experience has been truly global, working across Africa, Middle-East, Turkey, Asia, Europe and the Americas. His HR experience has spanned leadership and talent development, organisation change, capability development with particular reference to marketing and business transformation with purpose at its core.

Today, Geoff is inspiring and provoking organisations to put purpose at the centre of everything they do and to challenge the stigma of mental illness in the workplace. He is now also addressing the current issue of remote working and how you can maintain a sense of well-being during the CV19 pandemic sharing thoughts on how to look after your and your people's mental health during self-isolation.

# TINY CHANGES

## TINY CHANGES CHARITY PARTNER

"Scott John Hutchison was our son, brother and friend. He was best known to most as the lead singer and songwriter in the band Frightened Rabbit. Through his music and art Scott made tiny changes that had a big impact. His honesty and openness about his own mental health inspired people from all walks of life. In May 2018, at the age of 36, Scott died by suicide.

Losing someone you love to suicide is one of the hardest things that can happen to a family. The fallout is indescribable and the sense of loss lives with you forever. Yet, strangely, amidst the emotional turmoil of the days and weeks following Scott's death, we had an overriding feeling that something had to be done. We wanted to ensure that people no longer saw this as the only answer, or, better still, that there should be support in place to help with mental health challenges in the first place. Scott was always honest about his own struggles and we felt sure he would want us to use his voice to make a difference.

We had no idea how we would do this. 'tiny changes' were just words in a much loved song that fans of the band would all belt out at gigs but, little by little, our ideas took form and Tiny Changes was born.

We chose to focus on children and young people, in the firm belief that it's the right of every child to have good mental health and the opportunity to lead happy and fulfilled lives as adults.

With our own personal experience of mental health as our starting point, we set out to build up our understanding of the underlying issues, talking and listening to people 'in the know', and soaking up their knowledge and expertise. We discovered that there were so many gaps in the support and recovery of children and young people in the mental health space, and we started to look at how we could help foster change.

The Tiny Changes family is growing all the time. We are supporting worthwhile projects from money raised, we are asking people to tell their stories as we have told ours, and we are pushing the boundaries to raise awareness of what needs to be done to make things better.

Together, we are making a difference. Together, we'll make tiny changes to earth."

[Donate here](#)



Thursday 20th May 11.00-12.30pm

## MASTERCLASS 5.

### THE EMMA BURNS LECTURE: BRINGING THE OUTDOORS INTO YOUR WORKPLACE

**Anna Teal, CEO, Aromatherapy Associates**

The past year has seen a dramatic change around how we work and live. Whether you are keen to maintain the connection with nature you have discovered during lockdown, or want to learn how nature can help combat the 21st century stresses of modern life or city living. Join us for an interactive 1 hr 15minute session that will explore 'Forest Therapy', its benefits, and how to easily bring it into your workplace or home within a practical daily wellness regime.

**Please note:**

This will be an interactive event, and samples of our Forest Therapy products for use during the session, will be supplied free of charge in advance to all attendees. We also recommend all participants wear comfortable clothing so they can practice the physical techniques during the event.



Aromatherapy Associates have been championing the therapeutic powers of natural essential oils for over 30 years. Not only have we won countless awards, but our exquisite oil-blend treatments are used in the world's most luxurious spas and sold by premium retailers such as Harrods, Space NK and John Lewis.

**Our Speakers:**

**Anna Teal**

Anna Teal is the global CEO of Aromatherapy Associates and The Refinery. In addition to this Anna is responsible for global business development within the Walgreens Boots Alliance Global Brands portfolio as well as being on the advisory board for the British Beauty Council.

**Amy Bonfield**

Amy is Aromatherapy Associates Education Manager, and an award-winning holistic therapist with 15 years' experience within the Beauty and Wellbeing industry.

**Luke Taylor**

Luke Taylor, Aromatherapy Associates 'Master Blender' and the keeper of our founder's vision and legacy of the brand. Luke hand-blends and individually tailors each new formula in our London laboratory, to create ground-breaking blends.







#### Emma Burns 1974-2020

Emma was a much loved and great colleague and friend in this HR Community. Sadly she died from breast cancer last summer. Emma was married to Grant and they have two lovely and lively daughters, Eve, age 9 (P5) and Lana age 6 (P2).

As well as being a loving wife, mother and marathon runner Emma had an impressive HR career, she won a place on the Vodafone Graduate scheme and followed this with a role at Coca Cola Enterprises. In 2005 she joined RBS which resulted in the move to Edinburgh. Following a successful career at RBS Emma moved to Baillie Gifford in 2016 as Head of HR Operational Support. Emma was also a NED for The University of London.

A huge passion in Emma's working life was the development and encouragement of other women and no doubt her two lovely girls will turn into women she would be proud of.

We have set up a Book of Remembrance and would encourage you to remember Emma in her working life within this. When the book is completed it will be printed and given to Eve and Lana as memories of their mums impressive professional life.

Please use this link to remember Emma [www.remembrancebook.net/book/emma-burns/](http://www.remembrancebook.net/book/emma-burns/)

Emma was a Maggie's user and they are our Charity Partner for today's Masterclass.



## MAGGIE'S CHARITY PARTNER



#### Who we are

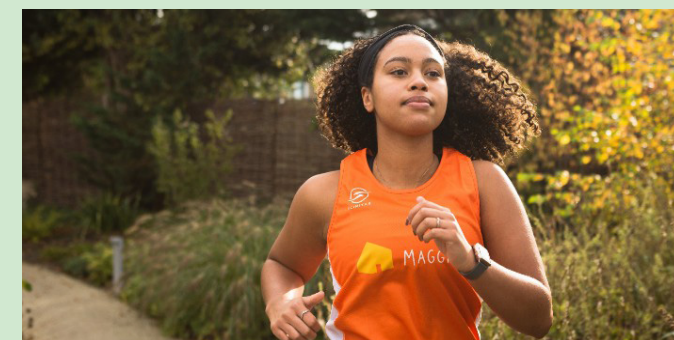
Maggie's is a charity providing free cancer support and information in centres across the UK and online.

#### How we can help

Our Support Specialists, Psychologists and Benefits Advisors are here, if you or someone you care about has cancer.

#### Time to talk

Share experiences with others in a similar situation around the kitchen table in a centre, or in our online community.



[Donate here](#)



# HUMAN LIBRARY

REAL PEOPLE – REAL CONVERSATIONS

May 27th, June 1st, 3rd and 8th

## MASTERCLASS 6. DON'T JUDGE A BOOK BY ITS COVER

### THE HUMAN LIBRARY

The Human Library is a registered international not for profit organization. We are a global innovative and hands-on learning platform which has hosted personal conversations designed to challenge stigma and stereotypes since 2000. We work with companies and organisations who are committed to incorporate social understanding and cultural awareness in relation to their workforce, clients and partners.

### THE HUMAN LIBRARY ONLINE

The Human Library Reader's Corner is a virtual format where you dial in from all over the world and read our E-Books. The sessions are delivered using Zoom, and our team of librarians will support you during the event.

The Human Library Reader's Corner Online is a format provided by the Human Library Organization. We are taking advantage of virtual opportunities that allow us to have meaningful conversations and expand our learning platform to an online setting. The Reader's Corner is an exciting opportunity that removes borders while connecting Readers and Books from the comfort of their homes, locally or from around the globe. Readers will gain an insight into the Human Library methodology, followed by two group readings of two different Human Books, and closing with an interactive evaluation round.



## SALVESEN MINDROOM CENTRE CHARITY PARTNER

### Who we are

Salvesen Mindroom Centre is a Scottish charity that supports, informs and empowers children and young people living with learning difficulties.

Celebrating our 21st Anniversary this year, we're excited about our future as we work towards our vision of becoming an internationally recognised centre of excellence in neurodiversity and to make sure no mind is left behind.

### What we do

We provide one-to-one support, advice, and information to parents and carers; advocate for children and young people; and work with professionals to build knowledge and share good practice. From providing training courses to building effective and engaging tools and resources, Salvesen Mindroom Centre works tirelessly to meet the needs of the children and families who often have nowhere else to turn.

### Our latest resources

We've taken the pandemic in our stride, continuing to develop new resources, training programmes and research activities.

Our [Back to School Toolkit](#) launched last year and is now needed more than ever to support children and young people with the return to school. The Toolkit contains resources that help children to make plans, manage emotions and gives parents and carers space to think about their journey.

[Future Me, My Digital Workbook](#) was created to support young people leaving school. It encourages them to think about their next steps and how they could move towards their dream future. Packed with practical activities, it helps young people document what they want and to help make sure their views are central to plans for their transition from school.

Visit our [website](#) to learn more about our journey so far, the work we do and our resources!





# THANK YOU

The Masterclasses would not have been possible without my amazing team at FWB Park Brown,

Claire Costello, Carley Wood and Natasha Grant for all the organising, Heather Corrigan for all the amazing graphics, Nicola Kidd for running all the finances, Gordon Drummond for the ticket sales, Scott Black for supporting all of us and to all the other staff who picked up the slack to allow this to happen.

Big Partnership and Gleneagles Hotel who have all been great to deal with.

The Speakers and their Agents, the SHRLG Board, the Saadi Board and everyone who turned around documents for me at top speed.

Personal thanks for all their support to Lesley McPherson, Emily McKercher, Fiona Stewart, Vernon & Sebastian Bashford Brown and Claudia Breen.

Everyone who has supported the Charity Partners.

Thank you,

Alix



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## FWB Park Brown

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Executive Search

