

Career Profile



With ten years' generalist HR experience acquired in various non-profit organisations, Louise Beasley joined Roots HR CIC as a Trainee Consultant in May 2010. Within six months she became a Lead Consultant, over-achieving on monthly targets, receiving great feedback and repeat business from clients and securing the single largest contract Roots HR had delivered at that time. Rewarding her unswerving commitment to the vision and values of the organisation, she was offered a directorship in August 2011. Now having achieved five successful years with Roots HR, Louise shares her experience of taking a new career direction working for the UK's human resources consultancy of choice for social sector employers, and the exciting journey so far.

How did you come to work for Roots HR?

Prior to joining Roots HR, I'd worked for fairly large organisations in not-for-profit and public sectors, dealing with operational as well as strategic issues commonly faced by HR departments. I'd already made the decision to leave full time employment to start an MA when I saw the part time trainee consultant position advertised at Roots HR, which I subsequently applied for and was offered.



The nature of the role appealed to me and provided the flexibility to continue my professional development while studying. Unfortunately the course didn't go ahead so I was able to negotiate increased working hours and channel my energy towards developing a new career in HR consulting.

What does HR consultancy involve?

You're responsible for managing a portfolio of clients and building trust-based relationships with them that help you understand and meet their needs effectively. I could be working with a client on a retainer basis or on a special project; whatever suits their requirements best. Our consultants are also responsible for business development, identifying new opportunities and contributing to continuous improvement of the services we provide.

Since joining Roots HR your progression has been significant. What do you attribute this to?

I would hope it's partly due to my natural affinity for not-for-profit organisations and a genuine desire to provide them with the best advice and guidance we can. I enjoy the variety of work and the diverse range of HR issues that consulting presents. We're a small but rapidly growing business so there's lots of opportunity to make your mark. Most definitely an exciting time to be involved.

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How did you manage the transition from working in-house to HR consultancy?

Making the move to consultancy has been a challenge, but a really positive one.



Having the in-house experience under your belt provides a useful foundation but consulting does require new skills and a different mindset. You have to be client focused and completely accountable for your time. Then there are the skills needed to make a commercial contribution to the organisation, so that we are able to provide excellent services and deliver our social purpose.

What makes a good consultant?

Beyond the professional qualifications and the ability to effectively apply and communicate your technical knowledge for clients, consultants working for Roots HR must have a good understanding of social sector organisations - their values, characteristics, cultures, pressures they face and appreciate the dynamic environment in which they operate. Good consultants are also able to quickly build rapport and gain confidence, work under pressure yet deliver a tailored and personalised service for clients on every occasion.

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What have been your highlights so far?

There are many milestones that we have achieved as an organisation and proud moments that we share with our clients, including being shortlisted for two categories in the national Social Enterprise Awards, and being Consultancy of the Year Finalists in both the CIPD People Management and the Charity Times awards. On a personal note, it's been a career change that was totally unexpected but enormously rewarding. I'm very pleased to be serving as a director which brings additional responsibilities for business strategy, operational delivery and developing new services. One of the areas I've been particularly interested in developing is how we incorporate personal and business coaching into our services so that we can help our clients improve their personal effectiveness.



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