



## Jenny Harrison

Jenny has been a valued member of the byrne-dean facilitation team since 2010 and is now a Principal Consultant.

Her work focuses on training, facilitation, coaching and culture transformation, supporting organisations to reduce people risk while strengthening employee engagement and performance.

Jenny is deeply interested in human behaviour at work and how everyday leadership behaviours shape culture. She supports organisations to translate values and expectations into observable behaviours — how people communicate, challenge, lead and work together — enabling clearer accountability and more effective performance

### Her work is underpinned by:

- **10 years' experience as an employment solicitor**, including as an Associate at Mayer Brown International and in-house at B&Q plc, giving her a strong understanding of people risk, organisational decision-making and the realities leaders face in complex environments.
- **A strong behavioural focus**, particularly on psychological safety, speak-up cultures, healthy conflict and supporting teams to address issues early, before they escalate into grievances, disengagement or conduct concerns.
- **A trauma-aware and neuro-inclusive lens**, informed by her studies in coaching, psychology and emotional intelligence, and an increasing focus on practical ways of supporting different ways of thinking and working.
- **A facilitation style that balances warmth and challenge**, creating psychologically safe spaces where participants feel able to speak openly, engage in difficult conversations and challenge constructively.

## Experience

**Training design and facilitation** — Jenny has extensive experience designing and facilitating engaging and effective training across leadership development, workplace behaviour and conduct, speak-up cultures and culture transformation.

**Drama-based learning** — Jenny works with professional role-play actors to deliver immersive workshops, enabling participants to practise skills and build confidence in realistic scenarios.

**Employment law and people risk** — Jenny draws on her experience advising employers on performance management, discrimination and harassment, redundancies, disciplinaries and grievances, as well as shaping people change processes and ER policies.

**International experience** — Jenny has delivered training and facilitated sessions across Europe, North America, Asia and Africa, and has lived and worked in France, Spain and Colombia. She thrives on working with culturally diverse groups and senior stakeholders.

## Qualifications

LLB (Hons) English Law and French Law , University of Manchester

Certificate in French Law, University of Burgundy, France

LPC, Nottingham Law School

Women's leadership coach, One of Many