

Case Study

Linda Percival – South Essex



Based in Burnham-on-Crouch in Essex, Linda Percival has just started her fourth year as part of The HR Dept licensee network. She previously worked in senior HR roles for a number of blue chip companies, most recently Wincanton Logistics.

Linda had been contemplating working for herself for quite a while. More than anything she was getting frustrated with her daily commute into London. Every day she spent hours on the M25 and dreaded becoming another accident statistic on the local news.

But Linda struggled with the idea of giving up the security and benefits that come with an in-house role. Then she heard about The HR Dept and had a look at their website. After several discussions with Sue and Mike (The HR Dept's Directors), she decided to take the plunge in January 2006.

Support network

"There was so much support available in helping me set up," explains Linda. "It's nothing like starting your own business. There's always someone to talk to – in head office and with the other licensees around the country. And it's fantastic to have holiday support when you need it. You can actually take a proper break, knowing that your clients are being properly looked after."

Linda really appreciates being part of a national network of HR professionals. *"We all share our experiences and advice,"* says Linda. *"Barely a day goes by without an email going around from a licensee asking if anyone else has experience in a specific area. You're never on your own. This means our clients benefit from having a local consultant close by, with all the advantages of being part of a much larger organisation."*

Linda works with a wide range of clients from solicitors to funeral directors and those in catering, retail and manufacturing industries. She particularly likes working with accountants who often refer her on to their own clients. *"I absolutely love the diversity of the work,"* she says.

Rewarding Work

Being an HR Dept licensee is extremely rewarding. *"It's a great feeling to know that you've given sound advice to a company that couldn't afford their own HR manager, and that the advice you've given has helped to make a real difference,"* says Linda.

"Very often I have to do some hand holding as the businesses I work with can be small. One of my clients recently had to make five people redundant and the director didn't want to do it alone. So I led the briefing with him. It was a difficult time as the members of staff were like an extended family. But with the right support, the task was carried out with sensitivity and professionalism."

In Control

Since working with The HR Dept, Linda has seen a massive improvement in her work / life balance, particularly as she no longer has to spend hours every day in the car. *"It's a wonderful combination – you're the boss and it's your own business, but the support and back-up is available whenever you need it. I plan my own day and my own time. I'm in control."*

Linda's advice for anyone considering joining The HR Dept is: *"Don't waste time – just do it! I've no regrets at all. I churned it over for months, and I really needn't have. It's the best move I ever made."*