

# My managers and colleagues throughout my 5+ years have been universally amazing.

## MY BACKGROUND

I joined AdviserPlus in 2016 after deciding on a change in direction for my career. Having worked in retail management, I wanted to utilise my skills in a different field – HR was one of the areas I most enjoyed and I felt like the HR Assistant role was a great starting point for my new career path.

## TRAINING AND DEVELOPMENT

My first few weeks involved a lot of learning! I was lucky we have one of the largest groups of ER experts in the country, so there was always someone on hand to answer my questions whilst I was still learning. The support I received as a new starter meant that I was able to build my knowledge in HR in a risk-managed way.

## SENIOR HR ADVISER

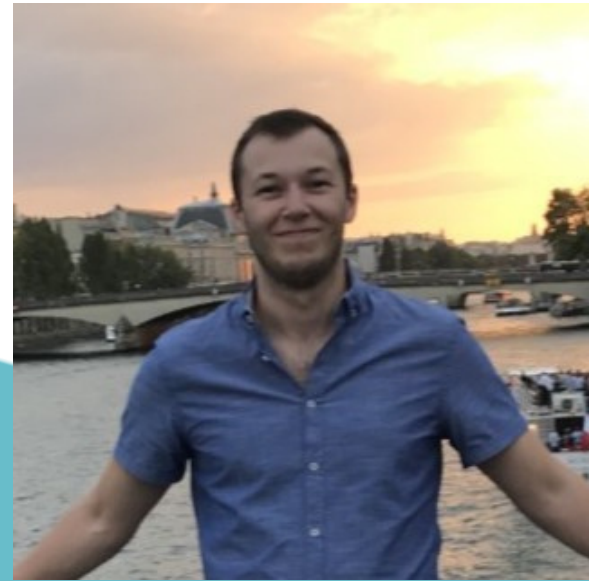
My managers have always championed my development, and there's always opportunities to stretch outside my comfort zone, like supporting a new client or taking on additional responsibilities, such as mentoring newer team members. After taking advantage of those opportunities and having worked for several of our clients, I became a Senior HR Adviser, supporting line managers with the most complex and high risk cases, including regular touch points with client HR teams.

## OPERATIONS MANAGER

After my Senior Adviser role, I found a route back into management as an Operations Manager on one of our largest clients' accounts. I started in the role before the implementation and launch so it was an amazing opportunity to help shape their ER offering and utilise my line management skills again. This role was fast-paced which I enjoy, and I was again able to continue my personal development and further my career.

## MY CURRENT ROLE - CLIENT RELATIONSHIP MANAGER

My current role has a greater focus on strategy setting which is a lot different to my first role at AdviserPlus. I get to use my experience from my previous roles as well as new skills I've learnt, such as data analytics, to help our clients realise the maximum benefits from their service. At this point I've had the unique opportunity of working with over ten clients, supporting the employee relations for around 300,000 employees and 50,000 line managers – this experience just wouldn't be possible without AdviserPlus!



## The best thing about working for AdviserPlus is...

The culture – my managers and colleagues throughout my 5+ years have been universally amazing. Everyone would always make time for you – whether that's my very first mentor when I joined, to our Exec team and the dedication to development really does go from the top down – we have many examples of people who have progressed their career at AdviserPlus.