

Legal Briefing  
'Performance Management of Employees'  
18<sup>th</sup> February 2014

*This Legal Briefing is championed by Adrian Toutoungi of Eversheds LLP, led by Simon Tytherleigh of Eversheds LLP*

Eversheds LLP, 1 Wood Street, London, EC2V 7WS

## AGENDA

**12:30** Registration/Networking over Lunch

**13:15** Introduction to Legal Briefing by **Simon Tytherleigh**, Senior Office Partner, **Eversheds LLP**

**13:30** Round table discussions chaired by **Simon Tytherleigh** joined by **Sharon Budworth**, HR Manager, **Aveva Solutions Ltd**

- Taking action for poor performance – the legal framework
- Where problems arise – examples of poor performance
- Legal implications of getting it wrong
- Dismissing fairly for poor performance and understanding the process to be followed
- Issues that commonly arise
- Recent changes in the law – using settlement agreements and off the record negotiations

**15:00** Event Closes

## Profile of Organisers

### Cambridge Wireless

CW is the leading international community for companies involved in the research, development and application of wireless & mobile, internet, semiconductor and software technologies. With 400 members from major network operators and device manufacturers to innovative start-ups and universities, CW stimulates debate and collaboration, harnesses and shares knowledge, and helps to build connections between academia and industry. CW's 20 Special Interest Groups (SIGs) provide its members with a dynamic forum where they can network with their peers, track the latest technology trends and business developments and position their organisations in key market sectors. CW also organises the annual Future of Wireless International Conference and Discovering Start-ups competition along with other high-quality industry networking events and dinners. With headquarters at the heart of Cambridge, UK, CW partners with other international industry clusters and organisations to extend its reach and remain at the forefront of global developments and business opportunities. For more information, please visit [www.cambridgewireless.co.uk](http://www.cambridgewireless.co.uk)

## Profile of SIG Champion Organisation

### Eversheds LLP

Eversheds LLP is a true technology, media and communications sector specialist with a strong UK and international practice. We have a track record of commercial and regulatory work in this sector, where our key advantage is a deep understanding of market structure and industry practice, the constantly evolving regulatory rule book, network and equipment issues (both in relation to software and hardware), and intellectual property issues. Projects on which we have advised recently include: large-scale telecoms rollouts, upgrades and expansions; M2M services in relation to smart metering; wireless spectrum licence trading; distribution and sales arrangements; ETSI and IEEE essential patent disputes and FRAND licensing requirements; wholesaling/reselling of services; monitoring and interceptions; and capacity and services contracts of every description. We ensure that we bring our practical understanding of the sector and market structure, wireless comms technologies, industry practice and the regulatory environment to financing transactions, M&A and public offerings, as well as when disputes arise and need to be resolved. Eversheds LLP and its worldwide offices have over 4,500 people working to help businesses and the not-for-profit sector to achieve their strategic goals. Access to our services is provided through 46 international offices in 28 jurisdictions. In

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this way, Eversheds LLP offers local access and market knowledge and with the specialist focus, resources and international capability of one of the world's largest law firms. For more information, please visit [www.eversheds.com](http://www.eversheds.com)

## Profile of Speakers

### **Sharon Budworth, Aveva Solutions Ltd**

Sharon Budworth is HR Manager for AVEVA Solutions Ltd for the UK and Malmo (460 employees). Working closely with Global HR colleagues in India, Malaysia, Latin America, USA, Russia, Germany, France and China. 20+ years' experience working in various sectors; Telecoms, Manufacturing, Further Education, Computer Software and Technology. A HR Generalist with extensive experience in ER, Performance Management, Compensation & Benefits, UK and international assignments, termination of employment and redundancy consultation, Employee Engagement, Comp & Bens, Talent Management and succession planning. For more information, please visit: [www.aveva.com](http://www.aveva.com)

### **Simon Tytherleigh, Eversheds LLP**

Simon Tytherleigh is the Senior Office Partner of the Cambridge and Ipswich offices and also the Head of the Employment team in Cambridge. He specialises in restructuring, executive severances and Employment Tribunal litigation. He is also an experienced Employment Tribunal Advocate and has appeared in numerous complex cases including multiple Claimant discrimination claims and whistleblowing. Simon has particular experience within the technology, media and telecoms sector acting for such clients as BBC, Syniverse, Velocix (a subsidiary of Alcatel Lucent), Frontier Silicon and Phillips Electronics. Simon leads the firm's strategy for handling business as usual employment services including helplines and Employment Tribunal claims. Simon is a member of the Employment Lawyers Association and regularly writes and speaks on Employment Law issues. Simon has recently devised and delivered a course of training to the BBC on performance and absence management. He is described in Legal 500 as "knowledgeable and supportive". He is Chambers ranked and "is praised by sources for his advice on contentious work and senior executive exits." For more information, please visit: [www.eversheds.com](http://www.eversheds.com)