



Hayley Murphy

Learning and Development Analyst

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What inspired you to pursue the career path that you are on?

I studied Commerce in NUIG and found myself enjoying the Human Resource Management modules the most. This led to me completing a Masters in HRM, part of which required a six-month internship, this is how I found myself joining the Talent Development Team in Version 1. Learning and development wasn't an area of HR that I had really considered while in college, but since joining the team I have learned a lot and it is definitely a career path I want to pursue further.

What does a typical day for you look like?

My main role is team leader of the Pathways Operations team so my day can vary quite a bit. I start the day checking emails and IRIS tickets, followed by a call with the team to ensure tasks are distributed. Usually, my day-to-day work is focused on Pathways (Version 1's Career Development Model) – liaising with experts across the business to ensure the model is kept up to date in terms of roles/skills/development options. I help colleagues across the business with CPD Promotion, through 1:1's, group sessions or training videos.

How do you continue to grow professionally?

If I'm ever unsure of anything I will always ask and I believe doing this helps me learn from the more senior team members. I also keep an eye on our learning Platforms, Brainier and O'Reilly, to see if there is any bite-sized training I could complete. Since joining Version 1, I have completed a Training Delivery and Evaluation course and at the moment I am enrolled on our internal Strength and Balance People Manager Training.

Tell us about an accomplishment you are proud of?

An accomplishment that I'm proud of is completing my master's thesis in July 2020, while working remotely full-time in my first professional role and living at home with my family for the first time since my Leaving Cert!

Who is a woman who has made a positive impact on your career?

Mary O'Connell, (Practice Operations Manager in Version 1), really took me under her wing when I joined Version 1 and working with her really kick-started my career in Version 1 as I learned a lot from her in my first couple of months!

How do you define success?

In my opinion, success is finding the balance of being happy with where you are in the present moment and also knowing you have the drive behind you to achieve more. We are always pushing the goalposts 'I'll be successful when..' so being grateful and proud of what you have achieved is what success looks like to me.

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