

Meet the team

Hollie Whyman

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What do you do at Outset and how do you support our clients?

I am a solicitor in the Employment Law Team. My job is to provide legal advice and HR best practice, but this involves so much more than just understanding the law. In order to identify the best solution or strategy for the client, I need to consider their commercial objectives and attitude to risk, as well as sometimes the personalities of the individuals involved. This often requires me to get creative and think outside the box. There is also a softer side to my role – such as providing a sounding board, or emotional support through a challenging time.



Give us a brief timeline of your career so far

I graduated from University with a degree in history and without a clear idea of what I wanted to do other than a desire to help people. For several years I worked for a small charity specialising in human rights law, first as an administrator then worked my way up to Practice Manager. Whilst I found the work of the charity incredibly inspiring, I soon realised that my passion lay in the operational and HR side of the organisation. Whilst not considered as "sexy" as the frontline work, good HR practice and a strong infrastructure enabled the charity to grow, retain the best employees, and ultimately do more important work. I continued working at the charity whilst completing my law degree part time. After qualifying, I took a job in a London City firm and specialised in employment law. After nearly five years in the City, I wanted a change of scene and to move away from the traditional law firm model, which is when I joined Outset. I continue to have a particular interest in the charity sector and am privileged to work with some great charity clients here at Outset.

What has been your biggest challenge in your role?

I qualified as a solicitor just over three years ago, and I would say learning to trust my own instinct has been my biggest challenge. Working at Outset has given me the opportunity to spread my wings wider and to develop my confidence as a lawyer, all whilst knowing I am supported by a great team.

What do you enjoy most about your job?

I am challenged every day in my job and no day is ever boring. I also feel lucky to work in an area of law that I consider to be important as well as genuinely interesting. Many of us spend half of our weekday waking hours at work, and so employment law will impact most of us at some point – whether in the running of our business, or on an individual level.

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What do you think sets Outset apart?

Firstly, the people. I joined Outset during peak January lockdown; I was unable to physically meet my colleagues and yet I've never felt more welcome in a new job or so quickly part of the team (Outset has always been great at utilising technology to stay connected). Secondly, it's Outset's holistic approach to legal services and the fact the team is always willing to go the extra mile for its clients.

When you were young, what did you want to be when you grew up?

This changed every few months – I've wanted to be a vet, a fashion designer, a zoo-keeper, a singer, a nurse, an archaeologist, and many more.

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What do you wish someone had told you when you started out? Or what piece of advice were you given early on that has stuck with you?

I wish someone had told me to focus on finding a path that makes me happy and to not worry about what other people say or expect. Life is too short.



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What do you enjoy doing when you are not working?

I love to travel and I am looking forward to the world opening up so I can explore new places again. During lockdown I have tried out several new hobbies, such as DIY, sewing and baking, with varying degrees of success!

Who inspires you most and why?

Many people inspire me, but the most consistently inspiring person throughout my life has been my mum – she is the strongest person I know and makes the best out of any situation no matter what life throws at her.



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What piece of advice would you give someone in business?

Don't be afraid of failure. Everyone fails and everyone makes mistakes; however, it is what you do in response to it, and what you learn, that ultimately makes you successful.

And finally... What is one thing you've learnt during lockdown?

That I am much more resilient and adaptable than I realised. Also, to appreciate the really important things in life, such as spending time with friends and family, and to not take anything for granted because nothing is certain.



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