# Help To Grow, with Loch Associates

Employment Rights:
Thriving in the new environment





# Speakers





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### What will we cover today?

#### **Session Content**

#### **Three Key Areas:**

- Embedding people-first principles into your overarching business strategy
- Leadership strategies that inspire and motivate your team to thrive
- Elevating performance management to drive individual and collective success
- Conclude: Q&A





### Temperature Check – People-first principles

**Zoom Poll:** 

How confident are you in your understanding of 'people-first principles'?

Very

Somewhat

Not at all





#### What are they?

- Based clearly in the Vision, Strategy and People Plan
- Displaying genuine care for employees and clients/customers
- Practising serving others
- Emphasising the employee experience at work

#### Why are they important?

- It is a smart business strategy! Individual and collective business success
- Retention and loyalty
- Wellbeing and productivity
- **Business brand**





### Zoom pool – Confidence check!

**Zoom Poll:** 

Our policies and procedures in my business are based on people-first principles

Yes

No





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- Are your policies truly led by people-first principles?
- Do they meet best practice standards as well as legal requirements?

#### **Check & Challenge:**

- Do you have team consultations on your policies?
- How regularly do you seek feedback from your team members on policies, practice and working culture?





### Zoom poll – My leadership style

**Zoom Poll:** 

I know my predominant leadership style

Yes

No





- Coercive leadership style, which entails demanding immediate compliance
- Authoritative leadership style, which is about mobilising people toward a vision
- Pacesetting leadership style, which involves expecting excellence and self-direction
- Affiliative leadership style, which centres around building emotional bonds
- Democratic leadership style, which involves creating consensus
- Coaching leadership style, which focuses on developing people for the future







- Self-reflection
- 360-degree reviews
- Intrinsic and Extrinsic Motivation
- Leaders can take different forms reflect on what that means for you







### Zoom poll - Are we all on board?

#### **Zoom Poll:**

In my business we have a well-structured, well-understood and well-implemented performance management process for everyone in the business

Yes

No



# Performance Management - Basics

Performance Management?
People Development?

- Objectives
- Development
- Feedback







### Where to Begin?

- Vision, Strategy & People Plan
- Goals
- Paperwork & Guidance
- Train, Train, Train
- Monitor & Invite Feedback
- Review & Update





### Conclusion - An Opportunity?

So, where do you go from here re the Employment Rights Bill?

- Yes, there are considerable and significant changes
- Yes, the onus is on you to be prepared

Also, an excellent opportunity to put your house in order!





**Ask Us Anything!** 





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### LOCH\*

Training and Wellbeing

Helping businesses to look after the physical and mental health and safety of their employees with Training and development solutions suited to everyone

## LOCH\*

#### **Mediation**

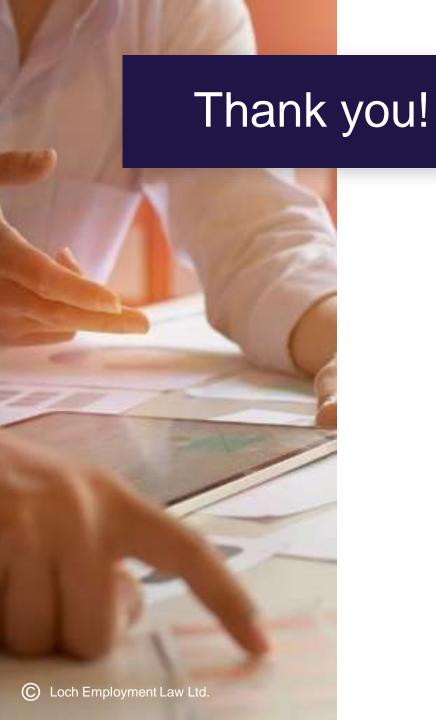
Our mediators help resolve conflicts in the workplace and avoid the risk of costly exits and litigation

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