

# 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



# People-first principles

## 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

# People-first principles 'health-check'

## Policy Audit:

- ⚙️ 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



# Leadership Strategies and Styles

- ❁ 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

# Leaders Who Inspire and Motivate

- ⚙ 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!**

# Q&A

**Ask Us Anything!**

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## Business and Employment

Award-winning lawyers providing employers with specialist advice to help protect your business

# LOCH

## HR

Working with businesses on their day to day employee management and strategic HR support

# 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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# Thank you!



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