

O D Innovations Newsletter

Autumn 2011

Managers also need feedback

As managers become more senior, they are less likely to receive constructive performance and strategic feedback to inform and improve performance. According to a recent McKinsey report, the performance and behaviours of, in particular Senior Managers, "is not closely observed and performance assessment relies upon presentations given in fairly formal settings".

180° and 360° Assessment and Feedback provides managers and their organisations with a greater self awareness, "to see themselves as others see them", a great basis for development and improvement.

In association with Ashridge Business School Psychometric Services, **O D Innovations** provides a fully managed 180° and 360° on-line assessment, personalised report and professional face to face feedback service that can:

- Enhance management and leadership effectiveness
- Develop management and leadership potential
- Retain talent
- Improve individual and organisational performance
- Build capability
- Promote continuous improvement

For more invitation visit our website: www.odinnovations.org.uk or contact us at: mail@odinnovations.org.uk



O D Innovations
Developing People Developing Organisations

In association with



Mental agility



Word Chains: This word game was invented by Lewis Carroll, author of Alice's Adventures in Wonderland. Changing only one letter each time can you form a link to transform the following words?

EYE into LID (3 links)

PORT into WINE (4 links)

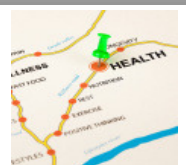
FLOUR into BREAD (5 links)

FOUR into FIVE (6 links)

(Answers on page 2)

Just a thought

64% of organisations that targeted line managers for Absence Management training saw a 68% improvement in absence rates according to recent research.



1 October 2011

National minimum wage increases to £6.08 per hour

The main rate of the national minimum wage rises from £5.93 to £6.08 per hour. The youth rate increases from £4.92 to £4.98 per hour, the rate for workers aged 16 to 17 from £3.64 to £3.68 per hour, and the apprentice rate from £2.50 to £2.60 per hour.

The Agency Workers Regulations 2010.

These give agency workers the same basic employment conditions after 12 weeks in a given job as if they had been employed directly by the end-user.

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Fact!!

John Montagu, the Fourth Earl of Sandwich is attributed with inventing the sandwich in 1762. Captain Cook named the Sandwich Islands after the Fourth Earl and today the Sandwich Islands are known as Hawaii.

Approximately 1.8 billion sandwiches are purchased outside the home each year. The most popular sandwich fillings in the pre-prepared sandwich market are:

- Chicken (24%)
- Fish (18%)
(mostly tuna and prawns)
- Cheese (15%)
- Ham (12%)
- Bacon (10%)
- Egg (7%)
- Sausage (3%)
- Other (11%)

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Dates for your diary

The Online Recruitment Exhibition The Grange
Tower Bridge Hotel, London 18th October 2011

CIPD Annual Conference & Exhibition
8-10 November 2011



Realise their potential




Your people have creativity, insight, acumen and flair; the challenge is how to unlock this, providing your organisation with fresh thinking, innovative ideas; new ways of working and creative solutions to problems.

People often get stuck in their ways of thinking about a problem; personalities can dominate; communication and creativity stifled; same old, same old.

This is where **O D Innovations** can help you to move things forward and to realise the creative potential of your people to develop new perspectives and solutions. Facilitation tools and techniques encourage maximum engagement and performance from individuals and groups, enabling them to realise their potential to innovate, make decisions, problem solve and make a real difference.

For more information and to download the Facilitation Services brochure visit www.odinnovations.org.uk or email: mail@odinnovations.org.uk



-  Employee **fairly** dismissed for using a single swear word directed at their manager. An employment tribunal found that the employer in this case was entitled to take a stern view of an isolated incident in which an employee lost her cool and swore at a team leader.
-  A recent job advertisement for an HR Director stated that "Salary will be **commiserate** with experience." Are Boards finally empathising with the difficulties that HR encounter?
-  Students from secondary schools and colleges are being provided with management training in order to address the lack of basic work skills among many school leavers.

Mental agility:

EYE dye die did LID (3 links)
PORT part pant pint pine WINE (4 links)
FLOUR floor flood blood brood broad BREAD (5 links)
FOUR foul fool foot fort fore fire FIVE (6 links)



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