

O D Innovations Newsletter

June 2010

Focus on teambuilding



Highlights from the New Equality Act **Harmonisation and extension of discrimination law:**

The prohibition on directly or indirectly discriminating "because of a protected characteristic" will cover age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and, in many but not all instances, marriage and civil partnerships. Disability related discrimination will be replaced with a prohibition on discriminating against a disabled person by treating them unfavourably where that treatment is not a proportionate means of achieving a legitimate aim.

A group of people put together does not automatically make a team. People need to at least get to know each other, to learn to get along and to communicate effectively, to develop interpersonal trust, to build the team spirit. They need to develop all the practical habits of functioning as a successful team in their every day activities.

How does a leader begin to help them to do that?

First of all, people have to acknowledge that they are part of a team. Team meetings, posting team news on the bulletin board or intranet, and tracking team performance against team goals can reinforce this.

Secondly, they have to believe that the team is capable of producing more than the sum of its members.

Thirdly, developing team-spirit - the spirit of a group that makes the members want the group to succeed together.

If a team is a group of people working towards a common goal, 'teambuilding' is the process of enabling that group of people to reach their goal.

Try this at your next team meeting: Ask team members "If this team were an animal (or mode of transport or holiday destination) what would it be and why?" The responses will be enlightening!!!

For more information www.odinnovations.org.uk



Outplacement Services

The majority of employees believe that outplacement services, such as career guidance, CV or interview advice, should become a compulsory part of all redundancy programmes, a survey of more than 1,000 HR professionals has revealed. Being made redundant can be one of the most stressful life experiences. The people affected are often not equipped for the job market and can feel confused, isolated, angry and afraid. Finding another position is a complex, fulltime occupation which can benefit from support.

O D Innovations Outplacement provides positive supported exits for employees whose roles are redundant helping them to go with a positive message, their self-esteem intact and with the skills to make the transition. Outplacement also helps to maintain the motivation and productivity of the remaining people, improving the organisation's reputation (internally and externally) and increasing the organisation's ability to retain key staff during times of change. For more information www.odinnovations.org.uk



O D Innovations

Acorn House
74-94 Cherry Orchard Rd
Croydon CR0 6BA
Tel: 07948148424
mail@odinnovations.org.uk
www.odinnovations.org.uk

How many of the following characters attend *your* meetings?

- The domineering dictator: Tries to dominate or constantly interrupt or override others
- The narcissus: Uses the group as a forum for inappropriate talk about self
- The clown: Shows no involvement in group and engages in distracting communication
- The cross examiner: Cross questions everything everyone says until confidence is destroyed
- The stone-walling stopper: All progress and good ideas come to a halt here
- The two-faced trouble maker: Says one thing, and does another
- The butterfly: Keeps changing the topic before others are ready
- The nay-sayer: No it won't work; No we can't do it; No we won't try it

Facts!!

It is impossible to lick your elbow!

The "sixth sick sheik's sixth sheep's sick" is said to be the toughest tongue twister in the English language!

In a study of 200,000 ostriches over a period of 80 years, no one reported a single case where an ostrich buried its head in the sand!

Over 75% of people who read this will try to lick their elbow!!

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Just a thought

"Senior managers average 23 hours per week in meetings. 7.8 hours of the 23 hours are in unnecessary and/or poorly run meetings. This equals 2.3 months per year of wasted time!!"

Its' no wonder that little is solved or decided upon in many meetings!!

If your meeting is important enough for key people devote time to attend, this time should be effectively spent. An independent, professional facilitator is an expert in managing the process and dynamics of the group that is doing the work and will add value by making your meetings more effective and productive by ensuring all members are able to participate fully and contribute actively.

For more information about O D Innovations Facilitation Services
www.odinnovations.org.uk



-  The average UK worker took 6.4 days off through sickness last year, the lowest number since 1987, a survey by the CBI suggests.
-  A professional management body (CMI) has called on employers to commit to investing in leadership training as a national priority in order to spearhead a return to sustained economic growth
-  Recruitment, Resourcing and Talent Management Conference
16-17 June 2010, London
-  HR Software Show 16-17 June 2010, Olympia London

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