

# O D Innovations Newsletter

April 2010



## Unions

New Regulations came in to force on 2 March 2010 making it unlawful to dismiss employees or refuse employment on the grounds of trade union membership or activities.

## Fit notes

From 6 April 2010, the existing system of sick notes is replaced by a fit-note system under which GPs can suggest adjustments to an employee's role and/or workplace to enable them to return to work.

Everybody's at it – top sports people, business leaders, dare I say it, leading politicians!

**A**t what? - Benefiting from coaching. How much help do you or your managers get in your roles? Who have you got to bounce ideas off that doesn't bring their own baggage into the equation? If you listed your top three challenges right now, how beneficial would it be to have someone – with no axe to grind, who can give you a neutral take on your latest challenges? Someone you can trust to challenge you, to prod you, to ask you searching questions, someone you can reveal your latest ideas or issues to? Getting a coach isn't a sign of weakness. On the contrary it's a sign of strength, a willingness to garner all the resources you can in your pursuit of your goals.



Sometimes the situation is only a problem because it is looked at in a certain way. Looked at in another way, the right course of action may be so obvious that the problem no longer exists.

**Edward de Bono**

For more information about O D Innovations Coaching Services  
[www.odinnovations.org.uk](http://www.odinnovations.org.uk)

## Embedding equality — dignity at work



**T**he new Equality Bill aims to simplify equality and diversity legislation within a single Act. O D Innovations aim is to reinvigorate attitudes and understanding on equality, diversity and dignity in the workplace by launching a new title in our "Fundamentals" range of ½ day high impact, concise training sessions - **Dignity at Work**.

- ◆ Remove of the 'fear factor' often associated with equality legislation
- ◆ Ensure individuals at all levels have an awareness of the essential Equality and Diversity responsibilities relating to their workplace
- ◆ Increase awareness of discriminatory barriers and how to remove them
- ◆ Develop effective communication to identify discriminatory barriers

For more information [www.odinnovations.org.uk](http://www.odinnovations.org.uk)

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## Training & development - a valued benefit



**R**esults from a recent survey amongst 3,000 British workers revealed that 49% of respondents feel that being offered training and development opportunities by their employers would compensate for not being offered pay increases or promotions. The survey also highlighted that only 12% had left a job because of pay or lack of promotion, however, 37% said that they are not being offered any training and this may lead to valued members of staff jumping ship at the first opportunity. The research concluded that employers can strengthen employee relations and their organisations by being innovative in their reward and recognition programmes utilising training & development to influence job satisfaction and to value and retain staff.

### Stress Facts!!

The colour blue has a calming effect. It causes the brain to release calming hormones

Laughing lowers levels of stress hormones and strengthens the immune system.

Six-year-olds laugh an average of 300 times a day. Adults only laugh 15 to 100 times a day

Putting things off to the last second always produces a marvellous amount of stress

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**T**he Local Government Association said 23% of the 9.6 sick days each worker took off each year was for stress-related conditions.

**M**ore than one in five employers are unaware of new legislation giving employees the right to request time off for training, according to new IRS research.

**H**RD 2010 Conference and Exhibition at London Olympia 21<sup>st</sup> & 22<sup>nd</sup> April.

**L**earning at Work Day takes place on 20<sup>th</sup> May as part of Adult Learners Week. This year's theme—Creating Connections.



### One perhaps for the party leaders

**T**o combat nerves and stress before and during any formal presentation try the following:

- ✓ Practice deep breathing
- ✓ Drink water
- ✓ Smile
- ✓ Use visualisation techniques
- ✓ Press and massage your forehead
- ✓ Just before you start talking, pause, make eye contact, and smile
- ✓ Speak more slowly than you would in a conversation
- ✓ Move around during your presentation
- ✓ Stop thinking about yourself

For information about our Presentation Skills courses

[www.odinnovations.org.uk](http://www.odinnovations.org.uk)



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