

# O D Innovations Newsletter

Spring 2011

O D Innovations working in association with  
Ashridge Business School Psychometric Services



01 Jul 2011

The Bribery Act 2010 aims to promote anti-bribery practices among businesses, by modernising the law on bribery. The Act introduces a corporate offence of failure to prevent bribery by persons working on behalf of a business.

1 October 2011

The Agency Workers Regulations 2010 (SI 2010/93) 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. The Regulations implement the Temporary Agency Workers Directive (2008/104/EC). The Regulations can be viewed on the OPSI website.

O D Innovations is delighted to announce that it has formed an association with Ashridge Business School Psychometric Services in order to provide a fully managed 180° and 360° on-line assessment, personalised report and professional face to face feedback service.

Using the Ashridge Inventory of Management Skills (AIMS) - a comprehensive database of management skills and behaviour competencies, O D Innovations' 180° and 360° Assessment and Feedback Services provide an effective foundation for Performance Management and for Management; Leadership and Talent Development. Individuals receive high quality, valid information and feedback about how they perform their role and how they relate to others in the working environment. This valuable insight enables individuals and their organisations to effectively target and plan learning and development to meet real needs.

For more information visit or contact us at [www.odinnovations.org.uk/ODIBrochures](http://www.odinnovations.org.uk/ODIBrochures)

"People forget how fast you did a job - but they remember how well you did it."



- Howard Newton



Learning @ Work day 19th May 2011

CAMPAIGN FOR LEARNING

National Learning @ Work day aims to draw attention to the importance of workplace learning and skills. It promotes and supports workplace learning and encourages organisations to offer learning to all employees especially to those that may not participate in current learning opportunities. The theme for this year's National Learning @ Work day on 19th May is: 'Future Matters'. This theme highlights the skills gaps that will need to be addressed in a changing local and global economy.

To support this initiative O D Innovations is offering a 10% discount on all training courses booked before 31st May 2011. For further information about our training services or to contact us about booking courses visit [www.odinnovations.org.uk](http://www.odinnovations.org.uk)

Just a thought .....

"The lack of basic skills costs a typical business, of 50 employees, £165,000 per year!!" (Ernst and Young)

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## 10 brain foods for increased intelligence

**Fact!!**

In 1926, psychologist Catherine Morris Cox published a study on men and women who lived between 1450 and 1850 and were said to be more intelligent than the rest of their contemporaries.

Their IQ was assessed based on their written work. Most of them were philosophers, mathematicians, writers, musicians and people who excelled in a variety of fields.

German poet Goethe holds the all-time record with an IQ of 210, followed by Blaise Pascal (195), Galileo Galilei (185), René Descartes and Friedrich Nietzsche (180), Wolfgang Amadeus Mozart (165) and Albert Einstein with "only" 160!

1. Oily fish (mackerel, sardines salmon) for brain maintenance
2. Pulses (lentils, chick-peas) for brain energy
3. Bananas for a calm brain
4. Liver (veal, beef, chicken) for intelligence
5. Red berries for happy brain cells
6. Shellfish for brain function
7. Eggs for brain connectivity
8. Spinach for good memory
9. Cocoa for brain stimulation
10. Avocado to keep the brain young

And don't forget that, in order to become a real intellectual athlete, you must equally train your brain with special exercises (cerebral games, memory puzzles) and you mustn't neglect rest either, sleep is crucial for the brain's regeneration.

**The soft skills gap - does your organisation have one?**

Soft skills are increasingly becoming the hard skills of today's work force. It's just not enough to be highly trained in technical skills, without developing the softer, interpersonal and relationship-building skills that help people to communicate and collaborate effectively. Soft skills have a significant impact on the attitude a person brings to interactions with clients, customers, colleagues, management and other stakeholders. The more positive someone's attitude is; the better that person's relationships will be. That's what fosters great team performance, and leads people to contribute strongly to the organisation's vision and strategy.

- When you have lots of managers but no real leaders – that's a soft skills gap
- If you have lots of staff turnover and have to keep retraining people, chances are you have a soft skills gap

For more information about O D Innovations' Soft Skills training programmes visit or contact us at [www.odinnovations.org.uk](http://www.odinnovations.org.uk)

**In the news**

- Watch out for The Apprentice returning to BBC 1 at 9pm on 10th May 2011 with apparently new twists to the format.
- LONDON (Reuters) - Almost half of all adults worldwide suffer from headache disorders such as migraines and tension headaches and the problem has huge economic and societal costs, states a report from the World Health Organisation.
- Neil Rose of The Guardian reports that "Employment law changes would shift balance in bosses' favour. New plans mean staff would have to work extra year before they could claim unfair dismissal against employer."

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