

O D Innovations Newsletter

Summer 2011

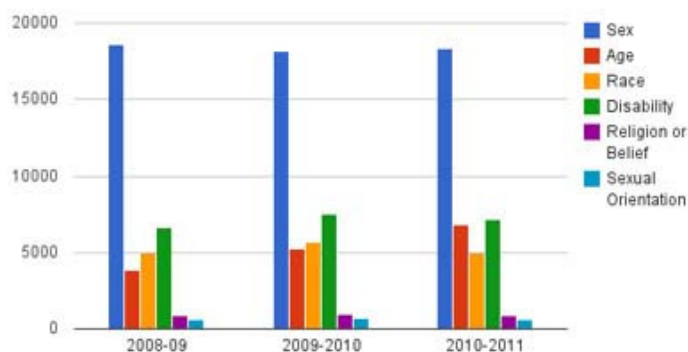
Diversity matters



Tribunals Changes to Compensation Limits 2010

With effect from 1 February 2011, the upper limit on the amount of a "week's pay" increased from £380 to £400. Among other things, this figure is used to calculate statutory redundancy pay and the "basic" award for unfair dismissal. As a result, the maximum redundancy payment/basic award will rise from £11,400 to £12,000. At the same time, the maximum compensatory award for unfair dismissal went up from £65,300 to £68,400. The maximum that an unfairly dismissed employee can recover (basic award plus compensatory award) is accordingly £80,400.

The number and category of discrimination claims brought to employment tribunal remains high; altering little over the past 3 years with the exception of age discrimination claims which have increased. The average cost to an employer of defending a claim is £9,000 and the average compensation award of a successful claim is £21,000. These statistics highlight the continuing need to raise and promote awareness of Equality and Diversity in the workplace.



Source: Xpert HR 2011

O D Innovations' Valuing Diversity workshop raises awareness, explores how Equality and Diversity impacts the workplace and empowers participants to promote a culture of Equality. Your people will discover that rather than being a legal nightmare, meeting Equality and Diversity requirements is an exciting challenge and a welcome tool for enhancing personal and business relationships.

For more information about our Equality and Diversity workshops visit our website: www.odinnovations.org.uk or contact us at: mail@odinnovations.org.uk

Mental agility



The human brain is a muscle that requires exercise, use this simple agility test to give yourself a work out.

In your head, count the number of capital letters of the alphabet that contain curved lines.

(Answer on page 2)

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Just a thought

In U.S. research, workers completed timed computer tasks in rooms with and without plants. When plants were present, workers were more productive and had a 12 per cent quicker reaction time. They were less stressed and had lower blood pressure. The more plants office workers could see, the less sick leave they took.





Fact!!

Although most of us are pretty familiar with Microsoft Word, here's one you may not know!

Type `=rand(5,10)` on a new line in a word document and press return. You'll now have ten sentences of **"The quick brown fox jumps over the lazy dog"**, in five paragraphs. It's actually a test for fonts and formatting.

In Word 2007 if you change the command to `=ipsum(5,10)` the result will be in **"Ipsum Lorem"** text.

Try it to amaze friends and colleagues!!

Date for your diary

World of Learning Conference & Exhibition
27 & 28 September 2011
Hall 18, NEC, Birmingham



Is time away from the workplace a major obstacle to training?

To help combat this issue, **O D Innovations** developed "Fundamentals" – ½ day **high impact**, concise sessions, focusing on a particular theme that can fit into your Organisation's busy schedules. Topics include:

- Coaching
- Dignity at work
- Structuring presentations
- Negotiating and influencing skills
- M S outlook
- Facilitation skills
- Difficult conversations
- Customer care
- Structuring reports
- Time management
- Problem solving
- HR for non HR managers
- Delegation skills
- Decision making

For more information and to download the Training Fundamentals brochure visit www.odinnovations.org.uk



- BBC 1's The Apprentice sees the return of Lord Sugar's former aide Margaret Mountford for the "interview stage" of this year's show and for a further twist, there will be four finalists rather than the usual two.
- "Horrible Bosses" starring Jennifer Aniston is released at the end of July. This film takes dealing with ineffective management to the extreme!!.
- An engineering firm in northern Italy has sparked controversy after making almost half its workforce redundant – and selecting **only** women. A union official quoted the company as having reported to the small businesses association: "We are firing the women so they can stay at home and look after the children. In any case, what they bring in is a second income."

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The answer is **eleven**:



Check out our website www.odinnovations.org.uk for **more free** resource downloads

Mental agility:
BCD G J O P Q R S U