

O D Innovations Newsletter

Summer 2012

Latest Innovation



22 July 2012

Sunday trading laws relaxed

Sunday trading laws are relaxed until 9 September 2012 for the Olympic and Paralympic Games

1 October 2012

National minimum wage increases to £6.19 per hour

The main rate of the national minimum wage rises from £6.08 to £6.19 per hour. The youth rate and the rate for workers aged 16 to 17 stay the same. The apprentice rate increases from £2.60 to £2.65 per hour, and the accommodation offset increases from £4.73 to £4.82 per day.

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Learning and Organisational Development often poses very specific challenges for Small and Medium Sized Enterprises (SMEs) and small charities. Time away from the workplace can be a major obstacle, as can finding **cost effective** options for small teams or individual key personnel. **O D Innovations** are pleased to announce that they have been consulting with small businesses in order to create Learning and Development solutions that meet their very specific needs. For more information visit www.odinnovations.org.uk

Blame cultures can have a very negative effect on morale and on business as a whole. Managers and leaders need to address issues of a blame culture and begin to turn it into one of responsibility and problem solving. Here are some tips to begin the process:



- Begin to focus on "how do we solve...." rather than "who caused ..."
- Give observational feedback rather than judgement statements
- Understand mistakes and learn from them
- Help people to understand the consequences of their actions
- Clarify levels of accountability and responsibility from the outset

Developing your managers' and leaders' skills will help to develop your organisation. For more information about **O D Innovations** workshops and facilitation services visit www.odinnovations.org.uk

Mental agility

Think outside the box:



Can you name three consecutive days without using the words Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, or Sunday? (or day names in any other language)

What's unusual about this paragraph? Just how quickly you can find out what is so funny about it. It looks fairly ordinary and plain that you might think nothing is wrong with it. In fact, nothing is wrong with it! It is highly curious though. Study it and think about it, but you still may not find anything odd. But if you work at it a bit, you could just find out. (Answers on page 2)

Just a thought

"It takes 20 years to build a reputation and 5 minutes to ruin it. If you think about that, you'll do things differently." – Warren Buffett



Fact!!

On Mondays:

Over 50% of employees are late to work

Most of us don't crack our first smile until 11:16 am, a study, by Marmite in England, showed the Southeast was the happiest region, with people cracking the first smile at 11.06 am. The East Midlands are the glumest, taking until 11.33 am.

Most people will moan about it being Monday for a whole 12 minutes

Workers only manage three-and-a-half hours of productive work on a Monday

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Dates for your diary

26 Sep 2012
 CIPD Organisation Development Conference
 London
 11 Oct 2012 - 12 Oct 2012
 CIPD Performance Management Conference
 London





Focus—performance assessment and feedback

The introduction of no fault compensated dismissals rather than dealing effectively with performance issues may well develop cultures of insecurity and fear, directly impacting on health and performance, even encouraging employees to engage in unproductive behaviours and there are increasing examples of "presenteeism" in the current economic environment as employees view the job market as uncertain and remain rather than move on.



However, it is a vital part of a manager's role to deal directly with these issues and to help underperformers to develop their skills and to improve their performance. The problem is that managers often lack the skills to do this. Investment in Management Development, particularly in people management skills, leads to improved performance, reductions in sick absence levels, increased flexibility and a more positive working environment that increases productivity. For more information about **O D Innovations** Management Development solutions visit www.odinnovations.org.uk

In the news

-  The next governor of the Bank of England, the most important job in British finance, will be selected by a new open process. Chancellor George Osborne has announced that he intends to advertise for Sir Mervyn King's replacement early this Autumn and to reveal the outcome before the end of year.
-  Women aged between 50 and 64, dubbed the "Madonna generation", have fared better than men and any other age group during the jobs crisis, by setting up their own businesses or working part-time to boost household income, the CIPD report revealed.

Mental agility:

Name three consecutive days: Yesterday, Today, and Tomorrow!

The letter **E** doesn't appear once in the paragraph.



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