



Newsletter 08/01

Latest news from Flourishing People

Catch the buzz - not a cold!

After the festivities of the Christmas break, returning to work in the New Year can cause people to feel flat and de-motivated.

A recent survey by the Chartered Management Institute indicates that the majority of UK managers think 2008 will be tougher for business. So this year's post-holiday blues may be even higher. It is crucial therefore, that managers are motivated themselves and ready to confront these challenges head on from the start of the year. By nurturing an environment which stimulates individuals to be successful and motivated, organisations stand the best chance of surviving in a hostile climate.

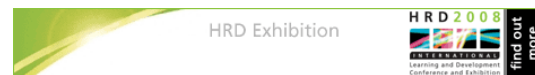
So how do SMEs ensure they are motivating their managers and supervisors, and encouraging them to perform well? Contrary to popular belief, wider research by the Institute found that financial incentives are not the most effective when it comes to motivation, and while it would be naïve to say that money has no role to play, factors like achieving goals and having a sense of purpose at work rated far higher than performance-related cash bonuses. It seems from the research that today's manager wants a position which challenges their abilities, as well as providing the opportunity to develop new skills for long-term career success.

To banish the holiday blues:

- communicate what the organisation plans to achieve in the coming year and reinforce the vital role their team plays
- encourage them to make suggestions about how they could contribute to the organisation's success
- ask them what they want to achieve professionally in 2008
- consider how you might help them with these goals, either through training opportunities or by exposing them to new experiences and situations
- make sure that any commitments made to development are aligned to the organisation's overall strategic goals
- and finally, make sure you are well motivated yourself - just like colds, motivation and enthusiasm are contagious!

Appraisal360 and Flourishing People - in partnership at HRD 2008

Flourishing People will be sharing a stand with our partners, Appraisal360 at this year's HRD Show at London's ExCel.



Visit us at stand 841 for an exclusive 10% discount on our services.

We use 360 degree feedback extensively with our coaching clients and as a training needs analysis tool for managers and supervisors due to attend our management training programmes. Our clients who use 360 degree feedback know how effectively it helps them with career planning, training and professional development for their managers and supervisors.

360 degree feedback is more than just feedback about individuals. Used properly it's also a major contributor to the cultural development of an organisation. Feedback from a range of people can lead to better team-working, staff morale, staff morale, productivity and job satisfaction.

Through our partnership with Appraisal360, we are able to offer a completely confidential online process for the production of powerful 360 degree feedback reports. We help you to design your own report by picking your competencies from a menu. You then complete a self assessment and chose the people you would like to get feedback from. And the system does all the rest for you.

Our experienced team of coaches is available to help you to interpret the results of your report and to plan your next steps.

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