



Newsletter 0802

Latest news from Flourishing People

The dreaded appraisal!

How often have you had the feeling that, when it comes to appraisal time, you are simply 'going through the motions'?

According to recent research carried out by recruitment company Talent Q, you are not alone in feeling this way.

So why bother?

Their research found that well conducted appraisals are directly linked to increased productivity (a 2.7% increase) and quality of service (a huge 11 % increase).

So it's a real shame that only 58% of the UK's 29 million workers receive a formal appraisal, and that those that are conducted are often badly constructed and fail to achieve their objective of reviewing performance.

Some of the reasons for poor appraisals include:

- managers' attitude to the process (viewing it as a 'chore' rather than a useful tool)
- unclear or unachievable objectives
- one-sided discussions
- lack of preparation by managers
- lack of time for employees to prepare
- managers fudging feedback to be 'kind' to their employees
- employees unclear about the purpose of the appraisal.

Flourishing People can help you to benefit from an effective appraisal process in a number of ways including:

- reviewing and improving your existing appraisal process
- developing the appraisal skills of managers and supervisors
- maybe incorporating 360 degree feedback into your process.

Or perhaps you don't currently operate an appraisal process. If this is the case, we will work with you to design one that fits your organisation perfectly.

Make sure that you and your staff benefit from this valuable process. Give us a call to discuss your needs.

NEW - Online shop now available

Flourishing People are pleased to announce the introduction of an online shop on our website.

This will enable our clients to purchase a range of our products and services online and to make credit card payments using PayPal.

Take a minute to have a look and see what we have on offer today at www.flourishingpeople.co.uk

HRD 2008 - a great success!

A big thank you to those of you who visited us on our stand at the HRD show at ExCel and helped to make the show such a success for us.

It was a busy 3 days for us where we enjoyed hearing from you about the exciting HR projects that you have in mind.

We are currently having follow-up meetings with people that we met and look forward to supporting you and your team with your HR and training needs in the future.

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