



## Newsletter October 2007

### Latest news from Flourishing People

#### Managing remote workers

A new report commissioned by City & Guilds and the Institute of Leadership & Management (ILM) shows that managers are struggling to reinvent their working patterns to get the best from a growing army of remote workers, with visibility and presenteeism still used to judge performance.

The 'Tomorrow's Leaders' study found that remote working is on the rise. 37% of all managers now look after teams who are either entirely or predominantly based away from the office. However, nearly half (44%) of respondents say managers are unprepared for the supervision of remote teams, and only 25% had received any training on how to manage such a team. To download the full report go to [www.cityandguilds.com/tomorrowsleaders](http://www.cityandguilds.com/tomorrowsleaders)

At Flourishing People we believe that flexible working should be a real win-win for both the employer and the employee. Jacqui and Bardis lead on flexible working for Flourishing People and work with organisations to ensure that the right HR systems are in place to enable flexible working. We then work with those managers and team members affected to help them to adapt their working practices to get the best out of flexible working. Give us a call if you'd like to discuss your own flexible working plans.

#### 360 degree feedback

Ever wondered what your people and colleagues really think of you as a manager? 360 degree feedback provides an opportunity for you to ask people for anonymous feedback on all aspects of your role as a manager. This simple online process can be supported by a one to one coaching session with a Flourishing People coach to help you to prepare a Personal Development Plan. Emily, Nursery Manager at Scallywags Day Nursery found "The feedback system taught me about how to take praise for my strengths and constructive criticism for my weaknesses and learn from them." Call us now for further information.

#### Feedback from our Jigsaw@work taster sessions

During these one and a half hour sessions our clients experienced a lighthearted and interesting opportunity to explore how the Jigsaw@work can benefit them and their organisation. Those who attended taster sessions in Cambridge and Haverhill recognised the benefits of improved that this tool could bring to team working, communication, management of staff and sales results.

Those who attended said:

"A really fun lighthearted approach to a very serious subject matter. It made me think about my personality preferences and how they influence my behaviour at work. I will be communicating with my colleagues from a different perspective now." (Paul - Barclays Bank)

"I have just set up my own business and want to be part of my clients' team and work well with them, so the learning points are just as valid as if I worked in a large organisation" (Donna - Bryony Business Solutions)

#### Management qualifications

Flourishing People are delighted to be able to offer formally accredited management qualifications through the Institute of Leadership and Management (ILM). If you have managers or team leaders who would benefit from training in their role and who you would like to support in gaining a recognised management qualification, call us now for further information. We may also be able to help you to access government funding towards the cost of these qualifications.

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