



HOW TO

INSTIL WORKING PRACTICES TO STOP 'GETTING BY' WITH WHAT YOU HAVE



Transending 'the norm'

IDEAL WORKING PRACTICES

You might have the most amazing business that really makes a difference to those you provide and supply to, but without effective leadership driving your business plans forward, and actively promoting best practice in following your own policy and procedures, even the best of company's will flounder.

Good effective leadership transcends policy and process, creating the best work environment. One that engages their employees and understands their needs to keep them safe, well and performing in their role at their maximum best. Such leadership will encapsulate into their day to day practice the right balance to strike in nurturing and supporting their employees whilst encouraging them to flourish and grow, aligned to the business priorities and goals.

The current climate demands innovative thinking and a continuation to keep one step ahead of knowing the businesses and individual employee needs, working through to resolution any barriers that may prevent alignment of needs.

Communication is key, particularly with with regard to where we are today with increased remote working and volatility that generates such uncertainty for businesses.

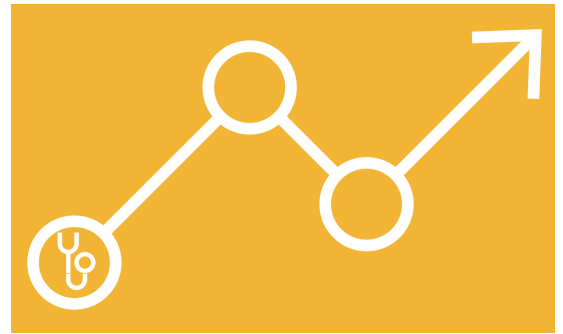
Here are our **six** key principals to practice:

1. Provide clear expectations.

People get frustrated and demotivated when they don't know exactly what is expected of them. Ensure your culture captures regular clarification and conversation regarding your **Vision, Values, Goals,** and **Roles,** how they align to **Results, Quality Standards, Behaviours, Timelines** and **Priorities** capturing **agreed actions** and **outcomes.**

2. Give people opportunity to use their KSA

Ensure you are aligning jobs and tasks to the **K**nowledge, **S**kills and **A**bility of your employees. Invest time to uncover unknown strengths that could be used if you are needing to work with agility and flex your resource to align with demand and supply. Instil trust through autonomy at every opportunity and get consensus on progress 1:1s, along with checking in on wellbeing, clarifying key messages and understanding, and recognise when engagement is low.

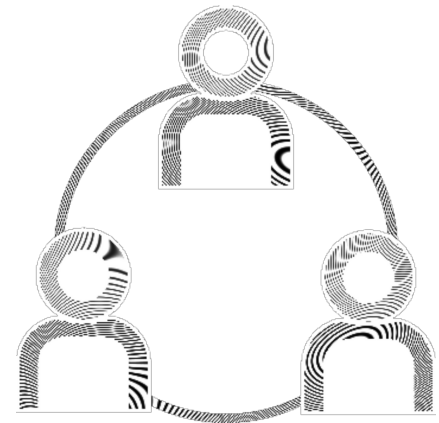


3. Support your team

Actions speak louder than words, so don't just talk about what can be done, make it happen! The smallest of change can have the biggest of impact. Knowing your employees and how they will react to change, as well as what is occurring for them in life currently, is vital right now. It will help in landing difficult or pressing points to address, motivate, help in knowing how best to offer assistance when people feel overwhelmed, anxious, and also strengthen trust and loyalty creating a culture where constructive feedback and recognition for achievement is the norm.

4. Involve people in creating ideas and decision making

Asking people's opinions and listening to their ideas, advice and feedback not only makes a huge difference to them, it will create open and inclusive environment, as well as generate innovation that you may not have thought of.



5. Have fun where you can and keep 'well'

Despite what may be going on in work right now, know when to 'switch-off', know the signs of where a little fun needs to be had, spot the signs of where you need to nurture your own or others wellbeing.

6. Encourage learning and development

Promote opportunities to progress new skills and give time to do so. Let people know the benefits of progressing in their current role, to help you successive plan for the future, to be recognised as a talent, to best prepare for times ahead.

*"Trust is our prominent Consultancy behaviour we are demonstrating right now in absolutely all we do, it...
Typifies our Relations Underneath our Shown Traits. It gets us through every aspect of working life no matter what we need to contend with."*

Jonna Mundy, CEO

We are here to
HELP YOU

Have you completed our free online HR Health Check that takes minutes to complete? It will give you great insight into the core HR foundations you need to build your business on.
Or you can check out our Academy for all your learning needs and best practice HR content. Visit youhrconsultancy.co.uk or contact us on alice@youhr.co.uk for further information.