

UK SKILLS MISMATCH 2030

The Industrial Strategy Council working with the McKinsey Global Institute suggest that by 2030, 7 million workers (about 20% of the future labour market) could be under-skilled for their job requirements.

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HR UPRISING PODCAST

How do we create a sense of engagement around learning when we now face a remote workforce?

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CONFLICT MANAGEMENT

Our helpful guide to the nature, stages, styles and steps to dealing and resolving conflict at work.

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HOW TO EVALUATE THE ROI OF INVESTMENT IN STAFF TRAINING

Staff training has many benefits but evaluating the Return on Investment (ROI) from conducting training isn't easy. Here's an easy eight step plan to help:

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QUANTIFYING THE UK SKILLS GAP

Effective use of data can boost productivity, create new businesses and jobs, improve public services and position the UK as the forerunner of the next wave of innovation. Are we ready?

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Coffee Break Corner

YOUR LEADERSHIP AND MANAGEMENT QUESTIONS ANSWERED

Welcome to Coffee Break Corner! We'll be sharing hints, tips, gossip and ideas about the 'people' side of our working lives. Bring your favourite mug.

TODAY – WHY VALUES ARE IMPORTANT

We all have our personal values, and these are made evident by our behaviour in daily life – for example, working hard, helping others, prioritising family time. What we do tells others who we are. But what about the values of your organisation? These are the things that make each organisation unique, and are made evident by the behaviours that are actually encouraged and

rewarded (not just statements made on a website!).

- Is two way communication encouraged in 1:1s and team meetings?
- Are adult behaviours rewarded, or is the culture more 'Parent/Child' in nature?
- How much does your organisation trust its people, for example in managing hybrid working?
- Is it okay to make mistakes and learn from them?

These (and much more) can tell you what your organisation's values really are. This has implications:

- Are you proud of those values, or would you like to see them changed?
 - Do you recruit and develop your people on the basis of those values, or do you see recruitment and development as a mainly skills-based activity?
 - Being aware of, and honest about our organisational values can help us make better decisions about strategy, operations, recruitment, development and reward. What we do tells others who we are.
- Cheers until next time, Diane