



Are your HR concerns becoming a distraction, stopping you from focusing on growing your business?

FREE breakfast workshops for business owners – practical steps to develop your leadership skills and unlock your strategic HR concerns

During our last profit maximisation seminars everyone expressed concern at just how tough it is to create an environment for teams to perform at their best, but the rewards are worth it. By having the right people working on the right jobs, you can develop your organisation to achieve higher performance and gain a competitive advantage. Also having the right leadership techniques can help you **increase productivity and make more money** – without increasing your cost base.

So, at the request of many business owners who attended our recent seminars, we have developed this series of FREE workshops on organisational development. Designed to help you to **challenge embedded practice and improve the performance of your business**, these workshops will help you create a workforce that is not just ready for today, but geared to take on the challenges of the future.

By listening, understanding, evaluating and innovating to ensure your business has the right people, in the right place, at the right time – we will help you motivate your team so they are driven by high performance as the key to competitive advantage. By attending the workshop, you could **develop a bespoke HR solution for your business** and benefit from:

Making money through better organisational performance:

- Staff perform better and deliver more for you.
- Your most talented staff stay longer, growing and sharing their skills.
- Client service levels and customer satisfaction improve.

Lowering your costs:

- Reduce recruitment costs by lowering employee turnover.
- Reduce agency fees through optimised recruitment and training processes.
- Reduce salary costs by staff working at the right level.

Videos from our last profit maximisation seminars: our last seminars on maximising short term profitability and extracting tax efficiently had a strong focus on HR. To view the seminar video clips on how our panel members discussed their experiences of dealing with HR issues and motivating staff please visit our website on www.menzies.co.uk/en/specialisms/owner-managed-businesses/starting-and-developing-your-business

LinkedIn: To share ideas around topical HR and business issues, join our Menzies SME Group on LinkedIn.



Get the best out of your employees – FREE workshop

Learn how the most successful business owners lead their organisations

Develop your business for the better, and take the fear out of change, by considering how to:

- Instil energy, focus and motivate your team to drive your business.
- Implement an effective organisational structure around a clear mission, culture and values.
- Evaluate your key processes and success measures to establish targets at all levels (company/team/individual).
- Develop your approach to managing performance, pay and rewards.
- Underpin your employer brand with effective contracts, policies and handbooks for all staff, including directors.
- Implement relevant training and talent management.

What are the benefits of attending?

By attracting and deploying the right people, in the right roles – people who are motivated and recognised for their efforts – you can grow your business ... even in the tough current economic environment.

Who should attend?

This workshop is suitable for all business owners involved with leadership, planning, goal setting, HR, coaching, staffing, development and motivation.

Workshop leader



Ed Hussey
HR Director, FCIPD

Ed has run successful HR functions, large and small, for over 20 years. He also understands first hand the challenges of general management in service, retail and manufacturing environments. Ed has worked with CEO's, MD's, entrepreneurs, business owners and leaders on a wide range of challenges where effective people management and organisation have been vital for success.

He understands the challenges and pressures that constant change brings to organisations and their people, and can help develop your leadership skills so that you can start working on your business rather than in it.

Time
8.00am - Registration & refreshments 8.30 - 10am - Workshop
Dates and venues
7 March 2012 Menzies, 1st Floor, Midas House, 62 Goldsworth Road, Woking, Surrey, GU21 6LQ
15 March 2012 Menzies, Lynton House, 7-12 Tavistock Square, London, WC1H 9LT
21 March 2012 Menzies, Wentworth House, 4400 Parkway, Whiteley, Hampshire, PO15 7FJ
How to book
If you would like to attend then please contact Susanne Richter via email srichter@menzies.co.uk