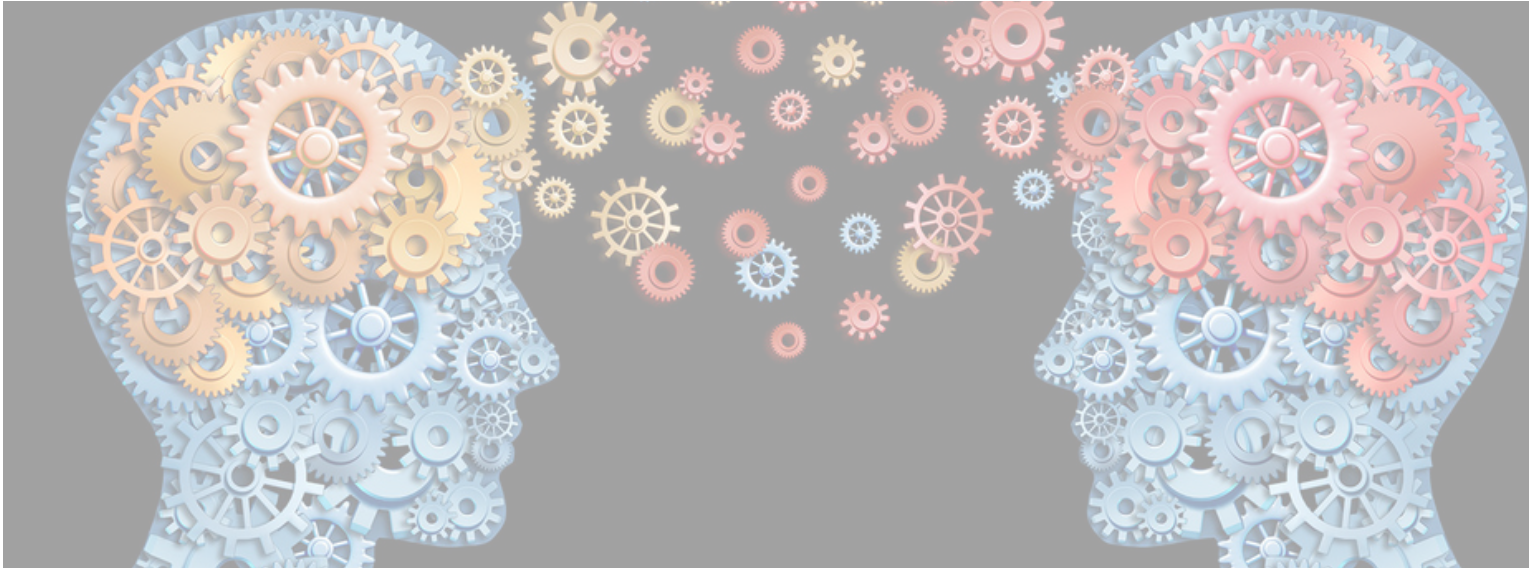


QUARTERLY MANAGEMENT E-BULLETIN

LIBRARY AND KNOWLEDGE SERVICES



Here you can find a selection of the latest management-related publications over the last three months. Select each heading to view the full publication.

Developing Talent

3 WAYS TO USE CIVILITY TO HELP WOMEN LEADERS OVERCOME NEGATIVE SELF-TALK

Women leaders are told they need to exhibit resilience, innovation and collaboration to reach their potential.

HOW REVERSE MENTORING COULD HELP GEN Z AND OLDER COLLEAGUES UNDERSTAND EACH OTHER

The strategy has the potential to overcome generational disconnects, says Gemma Collins.

FOUR LEARNING AND DEVELOPMENT TRENDS FOR 2024

Making training plans for this year? Here are four key trends to watch out for in learning and development in 2024.

HALF OF GEN Z THINK CHATGPT GIVES BETTER CAREER ADVICE THAN MANAGERS

Younger workers are turning to AI for careers advice because they say bosses are 'too busy' to offer guidance.

SOFT SKILLS MOST IN-DEMAND IN 2024

Nine in 10 UK employers believe soft skills are more important than ever, with communication and problem-solving named among in-demand skills.

VIEW THE WEST HERTS LIBRARY'S COACHING BOOK COLLECTION

An extensive list of printed and online books on coaching can be viewed by clicking the above Heading.

Management and Leadership

A SIMPLE QUESTION TO HELP YOUR TEAM DEFINE SUCCESS

Give your leaders tools to prepare for and lead a success-defining discussion with their teams.

TOP NINE TRENDS FOR HR LEADERS IN 2024

HR analysts at Gartner have revealed nine workplace trends they believe will dominate 2024.

BRINGING NHS IMPACT TO LIFE: WHAT EXECUTIVES CAN FOCUS ON NOW

NHS IMPACT is taking root across the nation's trusts and practices, with many executives both eager to do their part and unsure of where to start.

SABBATICALS AND FRACTIONAL ROLES: HOW THEY COULD BEAT BURNOUT FOR SENIOR MANAGERS

Businesses must look at more imaginative work and pay packages to protect employees.

HOW CAN HR HELP ALL GENERATIONS THRIVE IN MULTI-AGE WORKPLACES?

Intergenerational workforces are increasingly common as people live and work longer. Steve Butler says businesses can exploit the breadth of knowledge and experience they bring.

VIEW THE WEST HERTS LIBRARY'S BOOK COLLECTION ON MANAGEMENT AND LEADERSHIP

Find a range of print and online books on management and leadership by clicking the above Title.

Recruitment and Retention

FROM NO EYE CONTACT TO SUGARY TEA: WHAT ARE HIRING MANAGERS' BIGGEST INTERVIEW 'ICKS'?

Experts say it is important to ensure hiring managers are not being impacted by unconscious bias and are clearly communicating with candidates ahead of interviews.

FIVE KEY TAKEAWAYS FROM RESEARCH ON THE FUTURE OF WORK

New report says Gen Z and employees with disabilities should be a priority for businesses.

RESEARCH IDENTIFIES SIX POST-PANDEMIC WORKER TYPES

Henley Business School has identified six types of worker that have emerged post-pandemic, with many keen for flexibility.

NHS LONG TERM WORKFORCE PLAN

The first comprehensive workforce plan for the NHS, putting staffing on a sustainable footing and improving patient care. It focuses on retaining existing talent and making the best use of new technology alongside the biggest recruitment drive in health service history.

RESPONSIBLE AI IN RECRUITMENT GUIDANCE PUBLISHED

New guidance on responsible AI in recruitment aims to help employers avoid introducing systems that perpetuate biases and discrimination.

WHY L&D IS CRITICAL TO DRIVING EMPLOYEE RETENTION IN 2024

Teaching workers new skills will make them feel secure and want to stay.

Quality, Improvement and Innovation

WHAT WILL THE WORKPLACE LOOK LIKE IN 2025?

Offices are going to be hubs of innovation and social interaction.' - Bhushan Sethi ... There's also a fear that corporate culture and innovation will suffer if co-workers aren't in the same space.

AI IS COMING - HOW CAN BUSINESS LEADERS PREPARE?

The arrival of artificially intelligent workforces draws ever closer, and employers should be planning now.

AI SET FOR SIGNIFICANT ROLE IN HR DESPITE 'OBVIOUS' DISCRIMINATION FEARS, RESEARCH FINDS

Most people professionals welcome the technology's use in talent acquisition, but experts warn the function should be cautious over 'ethical' bias concerns.

JUST 5 PER CENT OF HR LEADERS THINK AI WILL REPLACE THEIR JOBS, RESEARCH FINDS

Report also reveals two in five senior people professionals think artificial intelligence will mean they can offer more strategic value.

HOW COLLABORATION HOLDS THE KEY TO DIGITAL IMPROVEMENT

NHS providers are navigating a challenging environment right now with significant pressures on workforce, funding resources and operational demands, much of which was exacerbated by the backlog of elective and urgent care due to the impact of Covid-19.

Flexible Working

HR PROS SHARE BEST PRACTICES FOR HYBRID WORK MODELS

Although there is no one-size-fits-all approach that works for every organization, [Gartner's Hybrid Work Employee Survey](#) found that a human-centric model that centers around flexibility, intentional collaboration and empathy-based leadership drives the best performance in a hybrid workplace.

MAKE THE OFFICE MORE FUN - IF YOU WANT WORKERS TO RETURN

Office attendance is best built through culture, not by imposing harsh measures and monitoring on workers.

PEOPLE MANAGEMENT POLL: THREE QUARTERS OF EMPLOYEES SAY THEY ARE MORE PRODUCTIVE WORKING FROM HOME

Experts warn of 'productivity paranoia' as separate survey finds third of workers resent having prescribed office days.

HOME WORKING COULD SPARK RISE IN LONELINESS

An increase in fully home working will lead to a rise in loneliness, according to Capital Space.

JOBS INCLUDING WORK FROM HOME HAVE LOWER SICKNESS ABSENCE, RESEARCH FINDS

Analysis also reveals the percentage of time taken off for illness by UK workers is at its highest level in almost 20 years.

CAN WORKING FROM HOME INCREASE THE CHANCE OF BEING OVERLOOKED FOR PROMOTIONS AND PAY RISES?

A survey found two in five workers are worried that 'proximity bias' and 'flexshaming' kick in when bosses make their plans.

Wellbeing and Satisfaction

MENTAL HEALTH APPROACHES NEED TO REFLECT CULTURAL ATTITUDES

Attitudes to mental health vary considerably around the world, and global employers need to be aware of the significant differences.

BETTER TRAINING THE KEY TO TACKLING MANAGER BURNOUT

Excessive workload, poor time allocation, and lack of training were identified as the major triggers for stress, found the study.

FROM FREE LUNCHES TO A SIMPLE 'THANK YOU': HOW BUSINESSES CAN IMPROVE ENGAGEMENT WITH SMALL GESTURES

Employers urged to help staff feel appreciated as research finds one third think they are undervalued.

GEN Z LOSING ONE WORKING DAY EVERY WEEK TO HEALTH CONCERNS - BUT ARE THEY REALLY LESS PRODUCTIVE?

Younger workers are more likely to suffer from burnout, depression and fatigue than older age groups, research finds.

STUDY: LEADERSHIP ABSENCE DURING CRISIS LEADS TO BURNOUT

Workers are more likely to suffer burnout when leaders are not present during times of crisis, a study has suggested.

USING PERSONAL PHONES AT WORK CAN REDUCE STRESS, STUDY SUGGESTS

Their presence in the workplace also has no negative impact on productivity, academics find, despite previous perceptions.

'RESENTEEISM': WHAT IS IT - AND HOW CAN HR AVOID IT?

Latest workplace trend leads to lower productivity and engagement, with experts warning it could be 'contagious' if left unaddressed.

WORKPLACE AI IS DETRIMENTAL TO QUALITY OF LIFE, STUDY FINDS - SO HOW CAN BUSINESSES BEST USE IT?

But researchers say the impact 'doesn't have to be bad' and rapid deployment has the biggest effect on workplace wellbeing.

VIEW THE WEST HERTS LIBRARY'S WELLBEING BOOK COLLECTION

A selection of wellbeing and feel-good books are available by clicking the above Heading.

Equality, Diversity and Inclusion

NHS MORE DIVERSE THAN EVER, BUT LEADERSHIP REPRESENTATION LACKING

The proportion of ethnic minority workers in NHS England is rising, diversity in leadership is lacking and discrimination is rife.

MOVING FROM NOT RACIST TO ANTI-RACIST

Anti-racism isn't comfortable work, but it is urgent work. And we all have a part to play. Joy Warmington and Simon Newitt suggest how we can bring anti-racism work to life.

IS YOUR COMPANY AGEIST? SURVEY SUGGESTS AGE DISCRIMINATION IS COMMON AT WORK

Experts say adopting more flexible working arrangements can help attract a diverse workforce, with one in three over 50s being rejected for a job because they are older.

EMPLOYERS NEED MORE SUPPORT TO DEVELOP EFFECTIVE EDI STRATEGIES

Employers need help to develop effective EDI strategies that offer value, a report produced for the Government Equalities Office says.

WHAT ARE THE BIGGEST CHALLENGES WOMEN FACE AT WORK - AND HOW CAN EMPLOYERS TACKLE THEM?

On International Women's Day, experts warn of a workforce that 'silently endures pain' and the persisting motherhood pay penalty.

IS THERE A 'GENERATIONAL WAR' PLAYING OUT IN WORKPLACES?

Commentators warn Gen Z and older workers are 'talking in two different languages' as report finds stark contrasts between generations' approaches to work.

VIEW THE WEST HERTS LIBRARY'S BOOK COLLECTION ON EQUALITY, DIVERSITY AND INCLUSION

A full list of printed and online books on coaching is accessible by clicking the above Heading.

Sustainability

UK HEALTH ALLIANCE ON CLIMATE CHANGE

UKHACC Chair, Richard Smith writes about an immersive installation that aims to present a future vision of the NHS.

ONE IN EIGHT WORKERS NEED RESKILLING FOR NET-ZERO

One in eight workers will need reskilling by 2030 to aid the UK's transition to a net-zero economy.

VEGANUARY: SHOULD EMPLOYERS BE ENCOURAGING IT - AND HOW MUCH?

As workplaces increasingly get involved in plant-based initiatives, experts say there is a fine line between persuading employees to eat healthily and 'dictating' lifestyle choices.

CLAMPING DOWN ON GREENWASHING

Catriona Aldridge and Stuart Helmer explain what employers can do to mitigate the risks of environmental whistleblowing complaints.

VIEW THE WEST HERTS LIBRARY'S SUSTAINABILITY BOOK COLLECTION

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