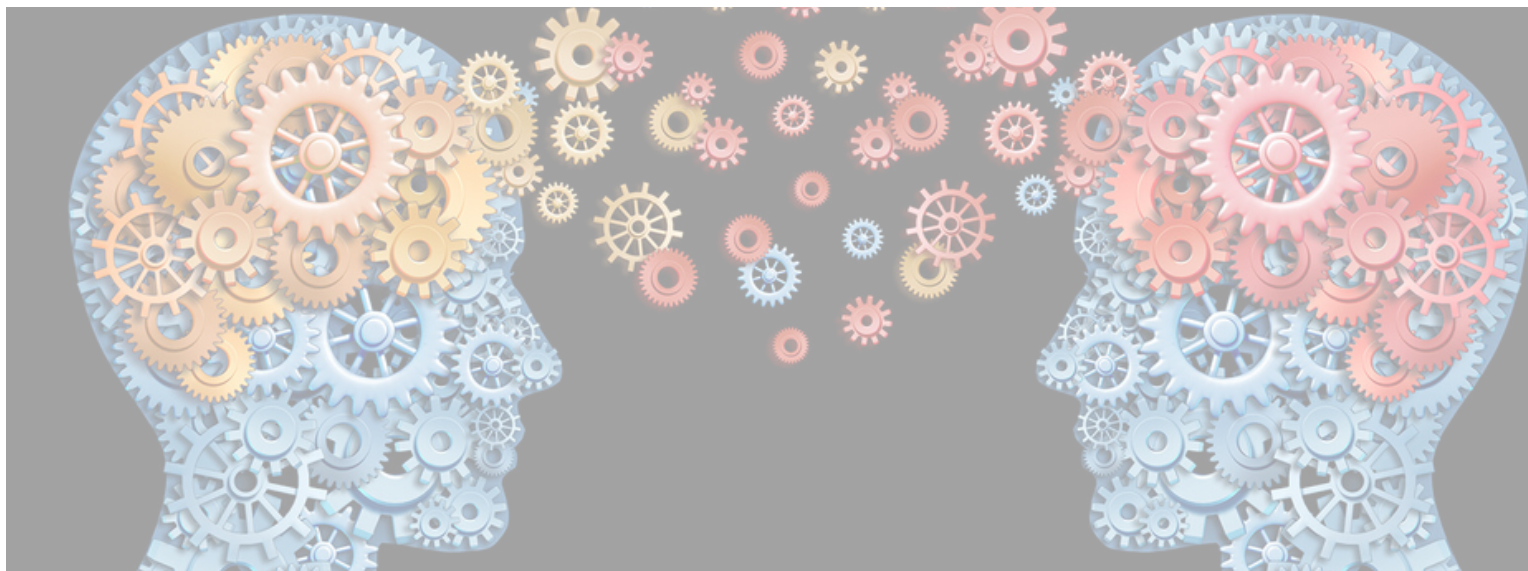


QUARTERLY MANAGEMENT E-BULLETIN

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

STAFFING TURBULENCE: WHY MOTIVATION IS AS IMPORTANT AS MONEY

David Baty says there's more to addressing talent shortages than simply paying higher salaries.

WHY 'MICRO-UPSKILLING' IS ESSENTIAL FOR PRODUCTIVITY

As skills shortages hamper the productivity of so many businesses, could 'micro-upskilling' enhance employees' capabilities?

HOW TO BRIDGE THE GAP AMID INCREASED GLOBAL COMPETITION FOR DIGITAL TALENT

Marc Correa Domenech outlines three disparate areas of the digital workforce that each require their own nuanced approach to management.

6 REASONS WHY WORK-BASED LEARNING IS BETTER THAN TRADITIONAL TRAINING

A recent Fortune/Deloitte survey found that 71% of CEOs are anticipating that this year's biggest business disrupter will be a skills shortage.

SKILLS PASSPORT AND NEW QUALIFICATIONS FOR CARE WORKERS ANNOUNCED

The government has announced the new qualifications for the care sector that will receive funding.

Management and Leadership

HOW CAN LEADERS BETTER RESPOND TO GLOBAL CHALLENGES?

A leadership coach can help leaders reflect on the root of a crisis helping identify the cause of their challenges.

LEARNING THAT STICKS

Dr Alex Young, former trauma and orthopaedic surgeon and founder of Virti, talks to Chris Taylor about training emotional intelligence.

HOW INTROVERTS CAN BECOME BRILLIANT LEADERS

If we want effective leaders it's time we changed our assumptions of what sort of people they should be.

HOW CAN ORGANISATIONS BUILD GREAT LEADERSHIP COMPETENCIES?

With seismic changes happening at the top of the monarchy and the political sphere, Agata Nowakowska reflects on the leadership.

MANAGING YOUR ENERGY

The practice of restorative self care among leaders is hugely important for sustaining energy and building resilience.

TEAMING: WHAT IS IT AND WHY IS IT IMPORTANT?

In the age of agile work, Dr Tanya Boyd unpacks the elements required for successful 'teaming'

INADEQUATE LINE MANAGEMENT BIGGEST CAUSE OF NHS CONFLICT

Majority of HR professionals and managers think leaders are ill-equipped to resolve disputes, but three-quarters believe HR influence will increase in future.

NAVID NAZEMIAN: "WE NEED PEOPLE LEADERS WITH ATTITUDE"

Why the author, speaker and HR practitioner is using his experience of helping executives succeed to encourage more people professionals into the top job

Recruitment and Retention

NHS STAFFING CRISIS: WHAT CAN EMPLOYERS LEARN?

Following a damning report into critical worker shortages in the health service, People Management explores what workforce planning lessons HR can take from the problem.

WHY WE NEED TO STOP ASKING GOOD CANDIDATES SILLY INTERVIEW QUESTIONS

One false move on the employer's part and a jobseeker could lose interest in a position faster than they applied for it.

RETAINING TALENT IN THE PUBLIC AND PRIVATE SECTORS

Ann Frances Cooney outlines how employers can help attract and keep the right employees.

IS IT POSSIBLE TO COUNTER THE 'GREAT RESIGNATION'?

The rise in vacancies is great news for job hunters, but not so good for employers wanting to hang on to star talent.

THE KEY TO SOLVING THE NHS'S CHANGING NEEDS IS A ROBUST RECRUITMENT AND RETENTION PLAN

Hiring and keeping staff must be viewed in unison if the health service is to achieve a sustainable, fit-for-purpose work.

HOW TO FUTUREPROOF YOUR BUSINESS WITH EFFECTIVE WORKFORCE PLANNING

With staff attraction and retention at the top of HR agendas, workforce planning has never been more critical. Read more to unlock the significant strategic and operational benefits of effective workforce planning for deskless workplaces.

SIMPLE MISTAKES ARE BLIGHTING THE ONBOARDING EXPERIENCE

The onboarding of new hires is a company's best - and only - chance to make that dazzling first impression.

IMPROVING STAFF RETENTION

This guide supports line managers and employers to consider the key areas that affect workforce retention.

'QUIET QUITTING': HOW SHOULD HR MANAGE IT?

With the concept of employees consciously disengaging from work going viral on social media, People Management asks the experts what businesses can do - if anything - about this latest workplace trend.

WILL YOUR NEW RECRUIT MAKE IT TO THEIR START DATE?

Ian Moore examines what can be done to help to reduce the likelihood of a new hire backing out of a job offer.

Quality, Improvement and Innovation

NHS DIGITAL SEEKS OUT WIRELESS HEALTHCARE INNOVATION

Funding is available across the NHS for innovative projects that use wireless technology within healthcare.

EVOLVING TO MEET A CHANGING WORLD

The need for change is set against a backdrop of rapid and widespread change transition across health and care services, and in working lives more generally.

EHRC GUIDANCE ON AI BIAS IS THE RIGHT MOVE FOR EQUALITY

Organisations recognise potential bias when using artificial intelligence.

MINISTERS SIGNAL 'LIGHT TOUCH' REGULATION OF AI IN THE UK

Artificial intelligence will be subject to tighter regulation in the UK in future, the government has signalled.

WHY EMPLOYERS MUSTN'T UNDERESTIMATE HOW TECH CAN TRANSFORM EMPLOYEE EXPERIENCE

By using technology to streamline administrative tasks, HR brains can be used for creative and strategic thinking.

Remote Working

MAJORITY OF UNDER-25S WOULD QUIT IF FORCED BACK TO THE OFFICE FULL TIME, POLL FINDS

Employers that ignore shift towards flexible working post-pandemic are taking 'big risk'.

HYBRID AND REMOTE WORKING HAS REDUCED TOXIC BEHAVIOURS

The rise of hybrid and remote working has coincided with a reduction in employees witnessing 'toxic' behaviour at work.

THREE IN FIVE WHO WORKED FROM HOME DURING COVID SAY THEY ARE MORE PRODUCTIVE THERE

But bosses don't share employees' confidence in their productivity levels when away from the office.

SHOULD YOU LET YOUR EMPLOYEES WORK FROM ABROAD?

Being more flexible about employees' desire to carry out their job while living abroad may well prove a good way of ensuring your company can retain people.

CAN (AND SHOULD) EMPLOYERS USE MONITORING TO FORCE OFFICE ATTENDANCE?

Cabinet Office's decision to track workers' computers in a bid to discourage working from home, People Management consults the experts about how such a policy might play out.

LEADING VIRTUAL MEETINGS - TOP TIPS

Leading virtually can seem challenging, but a few basic technical and human skills will help you to engage with colleagues and ensure your virtual meetings are productive.

WHY DISCONNECTION IN REMOTE WORK COMES FROM UNCLEAR ORGANISATIONAL VALUES, NOT PHYSICAL DETACHMENT

An inclusive team culture can be created through home working, but it requires strong leadership.

Wellbeing and Satisfaction

TRAIN MANAGERS TO IMPROVE EMPLOYEE MENTAL HEALTH, WHO GUIDELINES SAY

New guidelines from the World Health Organization suggest managers should be trained to improve mental health outcomes.

WORKPLACE BULLYING CLAIMS HIT RECORD HIGH

Experts say rise of virtual working may have led to new patterns of harassment as tribunals citing bullying jump more than 40 per cent in a year.

SEVEN IN 10 WORKERS EXPERIENCING BURNOUT OR IMPOSTER SYNDROME

Experts say it is employers' responsibility to counteract issues and model healthier work practices.

MENOPAUSE SHOULD BE PROTECTED CHARACTERISTIC

Women and Equalities Committee says UK is 'haemorrhaging talent' and calls for a raft of initiatives to improve workplace support for those experiencing the condition.

PREVENTING BURNOUT: HOW CAN HR HELP KEY WORKERS GET THE RIGHT HELP?

In vital frontline and key worker sectors, workplace wellbeing may seem a distant memory.

BULLYING CLAIMS UP TO RECORD HIGH, DATA SHOWS

The number of employment tribunal claims involving bullying has increased to a record high in the last 12 months.

GARTNER: 'WORKPLACES NEED TO HEAL TO BECOME MORE HUMAN'

HR teams are dealing with a fragmented workforce thanks to a combination of post-pandemic burnout, says Gartner.

ENSURING MENTAL HEALTH CONVERSATIONS DON'T OVERSTEP BOUNDARIES

Conversations about mental health can sometimes do more harm than good if managers and HR are not trained appropriately.

WELLBEING IN THE WORKPLACE OF NOW: HOW TO MAKE YOUR EMPLOYEES FEEL VALUED

A valued employee is a happy and productive employee. In this episode, the experts reveal how to best recognise great work.

HARNESS YOUR PERSONALITY TYPE AND SAVE THE OFFICE!

The office is damaging for mental health... or is it? Applying Myers-Briggs personality types to design will improve things.

Equality, Diversity and Inclusion

HOW DO YOU MEASURE THE SUCCESS OF POPULATION HEALTH APPROACHES?

'Leaders should invest the time and energy to choose what counts and to measure what matters.'

LEARNING DISABILITY EMPLOYMENT GAP SHOWS LOCAL SPIKES

The employment gap between those who have a learning disability and the wider population is up by almost a third in some parts of England.

WHY WE NEED A FRESH APPROACH TO TACKLING UNCONSCIOUS BIAS IN THE WORKPLACE

Following his recent research into the topic, Daniel Derbyshire outlines what can be done to stamp out implicit biases and improve inclusion.

WHAT EMPLOYERS CAN DO TO SUPPORT AND RETAIN OVER-55S

With data showing people are retiring earlier than planned, Steve Butler offers practical advice for making the workplace more attractive to older workers.

EMPLOYMENT RATE OF MUMS WITH CHILDREN HITS 20-YEAR HIGH

Overall number of women in work also rose as many employers show willingness to offer flexible work.

CAMPAIGN HIGHLIGHTS SEXISM AND MISOGYNY IN HEALTHCARE

Sexism, harassment and misogyny are rife within the healthcare profession in the UK, a campaign has shown.

NUMBER OF DISABILITY CONFIDENT JOB ADVERTS RISES BY 1,000 PER CENT, BUT EXPERTS SAY IMPROVEMENT IS STILL NEEDED

Although flagship government scheme is seemingly improving access to work for disabled people, industry figures say more is required for true inclusion.

HOW TO CREATE AN INCLUSIVE WORKPLACE FOR RELIGION

Observing good practice in respect of religion can help build a more diverse, inclusive, respectful and motivated workforce.

SUPPORTING NON-BINARY AND TRANSGENDER STAFF: FOUR KEY STEPS FOR EMPLOYERS

Zuraida Curtis looks at steps HR can take to ensure non-binary and transgender employees feel supported at work.

MAJORITY OF CANDIDATES WOULD REJECT JOB OFFER IF EMPLOYER DIDN'T SUPPORT DIVERSITY

Majority of candidates would reject job offer if employer didn't support diversity.

Sustainability

DELOITTE LAUNCHES SUSTAINABILITY AND CLIMATE LEARNING PROGRAMME

Deloitte has launched a global sustainability and climate learning programme to develop the skills staff need to help tackle climate change.

INTERGENERATIONAL APPROACHES TO CLIMATE CHANGE MITIGATION FOR ENVIRONMENTAL AND MENTAL HEALTH CO-BENEFITS

Climate change is an unequivocal urgent threat to humans, living non-humans, ecosystems, and the planet felt on local through to global levels.

IS IT TIME TO REVIEW YOUR ORGANISATION'S PRINTING NEEDS?

Since returning to the office, employee printing habits have changed. Organisations are printing less as employees have adapted to a more digitised way of doing things on a permanent basis.

IS IT EASY TO BE GREEN?

How healthcare organisations can deliver the business of today while preparing for a more sustainable future.

Library and Knowledge Services

Watford General Hospital Library

Willow House
Watford General Hospital
Vicarage Road
Watford
WD18 0HB
Email: westherts.librarywat@nhs.net
Tel. **01923 217437**
Ext. **7437**

St Albans City Hospital Staff Library

Moynihan Wing, Level 2
St Albans City Hospital
Waverley Road
St Albans
AL3 5PN
Email: westherts.librarysta@nhs.net
Tel. **01727 897818**
Ext. **4818**

Intranet: <http://wghintra01/library>

Internet: <https://whhtlibraries.weebly.com>

Online Library Catalogue:

<https://elms.koha-ptfs.co.uk/>

@whhtlibraries

