



Issue 14, April 2009

## Are you equipped to deal with the current challenges?

Ruth Spellman, chief executive of the Chartered Management Institute recently said:

“It is all too easy to blame management when times are tough – they are after all the face of an organisation and can make easy targets. However they are the ones with responsibility of steadying the ship in uncomfortable times. Sometimes this means making unpopular decisions, and although easy to criticise, there is likely to be a clear rationale behind any decision taken. In the current climate, for example, the thinking may be that some job cuts now may save others later on.

“Managers and leaders also have to consider the alternatives before going down the route of redundancy. Clearly, if there is no alternative, they must communicate with the people affected. It is no easy task, but employers must make sure that those entrusted with management have the skills and ability to perform.”

It can be pretty daunting being a manager at the moment. Whilst some industries are thriving others are facing challenges they have never had to deal with before. At best it is uncertain, at worst it is downright unnerving. If you're finding it tough and you feel you or your team would benefit from some additional support, then we can help. Talk to us about:

- **Leadership development** – from line managers to top executives, we're only human. We can all benefit from time spent understanding ourselves and our colleagues better, so that we gain the most impact from what we do and say. Working with one of our experienced facilitators, we can help you focus, work better as a team and as individuals and encourage you to consider both the short and the long term challenges you are facing so that you find the right solution for you and your business.
- **Redundancy management and counselling** – redundancy can be a traumatic experience, which if handled well, can often result longer term in a positive change for the individuals concerned. Whether you are at risk or you're responsible for making these tough decisions, we can offer support and guidance to help you decide on your next move. We can work with you to plan and handle redundancies in the best way possible and offer support to colleagues leaving the organisation through our special programmes.
- **Network groups** – would you benefit from joining a special interest group where you can network with other DMS clients? A forum where you can share your experiences and offer support and ideas to others in a similar position? Please let us know if you would find this useful, so that we can start linking you up.
- **HR and management qualifications** – does your employee/employer brand live up to its image? Make sure that you and your team are qualified to help reduce the risk of poor practice. It is much harder to deal with actions which have a negative impact, financially or otherwise, on your own and your organisation's reputation, than to prevent them in the first place.

We offer a free diagnostic meeting or call to talk through the issues you are facing and how we could help you, so get in touch and make an appointment on 0208 8326 6200 or email [us](mailto:us@dmsonline.co.uk).

## New Member of DMS Staff

We're delighted to bring you news and pictures of our latest member of the team. Bertie joined us a month ago and has now completed his DMS induction programme. He has settled well into the team and is enjoying office life and lunchtime walks in the park over the road! Come and say hello to Bertie when you're next visiting us in Isleworth.



## **FREE Career Development Consultation**

If you have completed a programme with us already, then why not take advantage of a FREE career development consultation with us. This is a great opportunity to explore your next career goals and how you can achieve them. To book your consultation contact Caroline on 020 8326 6200 or email [her](#).

## **MSc – Last Call**

The next MSc cohort starts on the 15<sup>th</sup> May. If you would like to top up your CIPD qualification and use one of your current work projects for your dissertation so that you can take your HR expertise to the next level, then give Peter a call on 020 8326 6200 or drop us an [email](#).

## **Management Research Report Workshop**

We offer a workshop for our CIPD PAC candidates to help get you started with your Management Research Report. We urge you to take advantage of this so you can complete this part of your CIPD qualification as easily as possible. Workshops are taking place in Isleworth on the 22<sup>nd</sup> April and the 20<sup>th</sup> May. If you'd like to register, then let Caroline know on 020 8326 6200 or email [her](#).

## **DMS Academy**

Register now for our first five day intensive CIPD professional assessment programme in the South of France. Click [here](#) to request a copy of the Academy brochure.

## **Happy Easter**

The office will be closed on Good Friday and Easter Monday and will reopen on Tuesday 14<sup>th</sup> April. Have a great Easter!

## **More information on any of our services?**

Get in touch by clicking [here](#) or call 0208 326 6200 if you'd like to find out more about any of our services.

Please add our email [choward@dmsconsultants.com](mailto:choward@dmsconsultants.com) to your address book to continue to receive our mails.

Feel free to remove your name from our email list at any time. Email [unsubscribe@dmsconsultants.com](mailto:unsubscribe@dmsconsultants.com) to unsubscribe.