



A different business school of thought

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***** STOP PRESS *** NEW 2 Day Intensive CIPD Professional Assessment of Competence Programme**

Would you benefit from achieving your Chartered Membership of the CIPD via an intensive programme? We are delighted to announce our new 2 day intensive PAC programme. Based at our Head Office in Isleworth, Middlesex you will get the chance to stay overnight nearby at the new 'state of the art' Twickenham Stadium Marriott hotel (included in your fee). Take a look at <http://www.marriott.co.uk/hotels/travel/lontw-london-marriott-hotel-twickenham/>

Over the 2 days, you will be assessed on your experience and knowledge matched to the CIPD standards and get one-to-one support from your personal advisor on how to build your portfolio of evidence.

The focus during the two days is on 3 core fields:

- People Management and Development
- the Generalist/Specialist electives, and
- Leadership and Management

We also introduce the 4th field, Applied Personnel and Development, to prepare you for the management research report and CPD elements.

Following the 2 days you will continue to be supported by your adviser, coaching you and giving you feedback on your final portfolio of evidence, the management research report and your CPD record and plan. Following successful completion of these you will be upgraded to Chartered Membership of the CIPD.

We can register you straight away, so call on 020 8326 6200 or [email](#) for more information.

Investors in People survey finds lack of confidence in managers

Inadequate managers are making matters worse for employees who are stressed because of the recession, according to a survey by Investors in People.

Simon Jones, IIP chief executive, said increased stress would have a negative impact on productivity. "The longer the problem is ignored, the more it could affect productivity at a time when the UK economy needs a boost."

"We would urge managers to respond proactively to the recession, to gain the confidence of their employees by providing support for them during this period of uncertainty."

What is the best way to ensure your managers are able to support colleagues?

- **Stress management**

When stress levels are up and everyone is trying to cope with tough conditions it's easy to forget that you can improve the impact of stress in an organisation. If you haven't done so already, then review your stress management policy and make sure your line managers are equipped to recognise the signs of stress and understand the support available to them and their teams. If you would like support in reviewing your policy, then ask how we can help. For example, if you are undertaking your HR or management training or professional assessment with us, ask if you can build your work-based project into your programme.

- **Redundancy support**

It can be really stressful living with redundancies and restructures for both those handling the redundancies, those leaving an organisation and the ones left behind. Seek outside guidance and support wherever possible. You gain a different perspective, specialist skills and guidance and additional resource to ensure you are concentrating on your current priorities. Ask to speak to our [redundancy support specialist](#) if you would like more information on the services we can provide.

- **Coaching and mentoring**

How do you stay positive and rise to the current challenges? For many this is a period of gritting your teeth and getting on with it. For others, it's an opportunity to develop your skills and learn new ones. Whatever situation you find yourself in, coaching and mentoring can help to define where you are today and focus on what you want to achieve. It can help set you on the right track or even just confirm what you already know is true so that you have the confidence and determination to work towards your goal or project. Book a free diagnostic meeting or career chat with one of our associates to see how we can help you. [Email](#) or call us now on 020 8326 6200 to book your meeting.

- **Leadership training**

Communication is critical during tough times to ensure you are getting your message across appropriately. But how do we come across to others? Make sure you and your colleagues are well able to perform your role by getting some extra support with your skills. On a one to one basis or for a team of individuals, a tailored intervention can be the difference between success and failure. With more training moving in-house, it's more important than ever that your training and management skills are up to date and in tip top condition. Get some additional support via our skilled leadership trainers now.

We offer a free diagnostic meeting or call, so get in [touch](#) and see if our experience could benefit you or your organization.

Pass it On

We would really appreciate it if you could forward this newsletter to your HR and Management colleagues.

If this newsletter has been forwarded to you and you would like to receive it regularly please email choward@dmsconsultants.com

MSc in Strategic Personnel & Development

The MSc date has been put back due to unforeseen circumstances. We shall let you know the new date very soon. The good news is that you can still book a place! Please call now on 0208 326 6200 for more information or email choward@dmsconsultants.com.

Are you LinkedIn with us yet?

Join our new group on [LinkedIn](#) and you can meet DMS colleagues and candidates from around the UK. We look forward to seeing you there – so pop in to join now and introduce yourself.

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 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 to unsubscribe.