



Issue 9, October 2008

HR in a tough climate

It's sometimes hard to remain optimistic about the economy when every headline seems to bring doom and gloom. A recent CIPD headline warns of "Job vacancies falling and redundancies on the rise as the credit crunch pushes up unemployment". There seems to be no doubt that the future brings some uncertainty. The challenge to the HR profession at the moment is to ensure you get the balance right. You need to keep employees motivated so that they continue to deliver what your organisation needs to succeed in an even tougher climate. At the same time, if you need to manage a redundancy programme, where do you start to ensure the best solution? It's sometimes easy to take a short term view when the going gets tough and lose good people only to find you need to recruit again at a huge cost when skills are in more demand. And of course, many organisations find that the current climate brings an opportunity for growth, and a rather different set of challenges.

At DMS, we're finding most of you are keener than ever to develop yourself. You are even more aware of how critical it is to review your CV, clarify your goals, brush up on your skills and ensure you are working towards the qualifications you need to be able to achieve your career goals. Many of you are enjoying the external support you get from our consultants to formulate your plans and take them forward within your organisation. The PAC programme offers great in-built consultancy! Our consultancy team are also busy supporting some of you to implement effective outsourcing programmes, to ensure that any redundancies you have to make are managed as well as possible.

If you would benefit from some external support to help you through these complex challenges, then have a no-obligation chat with one of our consultants.

And don't forget that if funding is an issue, we have various payment options available. It's also well worth speaking to your local Learning Skills Council to see what schemes are available, to ensure you're taking advantage of any available funding. Find your local site at <http://www.lsc.gov.uk/>

In the meantime, our three top tips for managing through challenging times are:

- Review your own skills to ensure you are an excellent proposition in a tough marketplace
- Ensure you are considering all the options, when formulating plans for your organisation so that you don't take a short term view
- Always use expert external specialists to develop and run outplacement programmes to ensure an objective view and the best support possible for individuals

How does PAC work? The Management Research Report

Have you ever wondered what the Management Research Report part of PAC involves? Before Chartered membership of the CIPD can be awarded, the candidate must write a Management Research Report of 7,000 to 10,000 words. Peter Sell told us, "For people who have not studied for some time, which is often the case with PAC candidates, this part of the Programme can be a bit daunting. The thought of preparing a report of this length terrifies them. Once they've been through the rest of the process though, most people are much more comfortable with the idea and just see it as the last challenge they need to complete to finish their programme and get their membership.

Just meeting others in the same position helps enormously. We encourage all candidates to attend our Management Research Report workshop which is included in the fees for each programme. We run workshops regularly at our offices in Isleworth. Once people have spent a bit of time chatting to others in a similar position and had everything explained thoroughly, they are ready to go and get started. The workshop is an opportunity to talk about possible subjects, how to present your report, how to support your work with appropriate quotes, and lots more. Your tutor will give you tips to guide you through the process and help ensure your success. Once you've completed your report, your tutor will review it to ensure it meets the requirements of the CIPD and, in most cases pass it so that you can apply for your Chartered Membership and celebrate completion of your programme."

Are you ready to start your Certificate in Personnel or Training Practice?

We have a number of you ready and waiting to start your Certificate programme. Our next group starts in November, so you could be qualified by this time next year. Would you like to join this group and get started? If so, please let us know [now](#) so that we can confirm the start date. If you would like more information on the Certificate in Personnel (CTP) or the Certificate in Training Practice (CTP), either as an individual or for a group of employees in your organisation, then please let us know.

Have you considered a combined PAC and MSc?

If you are considering PAC and would then like to go on and do an MSc, the combined PAC and MSc programme offers a great discount on our usual prices. The next MSc programme starts on the 21st November at Doncaster College. So, if you are about to complete your PAC programme and fancy a new challenge, speak to your tutor and take advantage of a special discount to secure your place.

Last few places on the MSc programme

We have a few places still available on our MSc programme starting on the 21st November at Doncaster College. It's a great option if you've already done PAC and want to further develop your skills. For more information, get in touch now. Call 020 8326 6200 or [email](#) now.

DMS Academy

Thanks to those of you who got in touch about the Academy last month. If you missed our newsletter due to holidays, etc, then you may be interested to know our new brochure on the Academy is now available. Click [here](#) to request a copy.

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.

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