

RESOLVE HR Ltd

February 2010 Brief

Welcome to the latest update from Resolve HR Ltd that keep you informed of issues that affect your business. I hope you find it helpful!

Managing Change

The Greek philosopher Heraclitus famously said “*The only thing constant is change.*” One of the biggest challenges for employers today is managing change effectively in the organisation. For a business, whether adapting to demands of the changing market, implementing new working patterns, seeking to improve staff performance, downsizing or looking to increase sales, the need to manage change effectively is key to success.

Managing change effectively can help achieve a competitive advantage by attracting the best staff and helping to retain them. Developing the right organisational culture requires careful strategic planning and implementation from the management team. Experience reveals that where an organisation has a good culture or ethos, recruiting staff for the business is easier; staff will be better motivated and are likely to stay with the organisation longer.

DiSC® Training

DiSC® is a globally recognised psychological model used to measure people's behaviour (styles and preferences) developed from research and theory spanning over 80 years. The four behavioural model types are based on the work of Dr. William Moulton Marston Ph.D. (1893–1947) who in the 1920's researched the behaviour of 'normal' individuals in their environment or within a specific situation. Interestingly, Dr. William Moulton Marston also developed the lie detector test through his research in to human behaviour. With over 40 million participants world-wide the DiSC Classic model has been shown to have good to excellent internal consistency and the test-retest reliability results are quite stable overtime.

As a **Certified DiSC® Trainer**, Shane O'Toole of RESOLVE HR Ltd is able to offer specialist training and support for managers and staff going through changes in their organisation.

Our specialist DiSC® training is able to help improve competitive advantage for your business through:

- understanding staff your better through staff profiling
- improving staff performance and motivation
- addressing conflict in the workplace
- helping recruit the right staff for your organisation
- increasing sales
- improving the training & development of staff
- retaining the right staff in your organisation
- equipping managers to manage more effectively.

Alongside specialist DiSC® Trainer support, Resolve HR Ltd has a wealth of experience of both SME's and larger organisations, for the provision of a quality strategic change management solution specifically tailored to meet business requirements. To find out more about the support we can offer please contact Shane O'Toole on 0798144812.

Kind regards

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'solving staff problems without an issue'

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