



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition

Latest news

What you need to know about generational cohorts!

Business Buzz networking is coming to Towcester!

Looking to make GREAT business decisions? Discover the 3 ways HR analytics can help

Your workforce is the greatest asset your business has. And it's your workforce that helps you achieve your business goals, or not.

But there's a disconnect between how you manage your team and how you run the business.

Why? Because you don't have any insights. You're making really important decisions about your workforce based on gut feeling and none of it is evidenced by data.

This is how HR analytics can bridge that gap and help you make GREAT business decisions supported by evidence.



Here are just three ways HR analytics can help:

1 You can understand how employee engagement impacts staff retention, turnover and absence.

Recruitment, training and absence are HUGE costs to the business. But all of these things can be managed and avoided by understanding the reason why people leave and don't turn up. When you bridge this gap, you could also forecast who is likely to leave in the future. Very clever.

2 You can understand if learning and development schemes actually work.

Okay, so you know you need to 'invest' in your team. But does that investment actually help improve bottom line or are you just throwing £££ down the drain. Again, HR analytics will evidence what training is required and will be able to track if and how it has benefitted the business. Helping you make SMARTER decisions in the future.

3 Your HR team (the people who manage your biggest asset) can become strategic partners.

Probably the most important one here. HR analytics will enable your HR department to become the most powerful strategic partner you could wish for. Your HR team can unlock the potential in your workforce and help you achieve business goals more affordably and faster.

Interested to know more? It's easy. Let's chat.

LATEST NEWS



As a business owner or manager, you'll already know that company culture is important – but what it means to you could be very different to what it means to others. That's because it's really quite a complex thing: it encompasses so much of what you do, how you conduct business, and how you and your people behave. So there's a lot to think about when defining and building yours. In our latest blog we look at what really makes up company culture, why you should spend some time defining yours, and how to go about strengthening your culture.

[READ MORE HERE](#)



Business Buzz networking is coming to Towcester. As an Ambassador, our Founder, Rachel Collar is supporting the launch on **Friday 28 September** from **10am until 12pm** at the **Saracen's Head** - come and see what all the buzz is about!

[BOOK YOUR TICKET HERE](#)

Confused about Gen X, Millennials and Gen Z? And do you even care?

As a business owner, you should be aware of generational cohorts. Here's why...

Generational cohorts are groups of people based on a person's birth year. And they seem to be talked about way more than they ever have been before...

Maybe because the world's use of technology has skyrocketed in the last 10 years and cohorts like this are really important to big companies like Google and Meta.

Why? Because different generations behave, think and feel in different ways.

This is why generational cohorts are especially important to you too. Or, depending on the size of your company, something to be aware of.

So, what are the different generations out there?

Baby Boomers (1947-1964)

Are hardworking and value face-to-face communication. Traditionally they're seen as team players and they're goal orientated. They've got a wealth of life experience so shouldn't be brushed aside.

Generation X (1965-1980)

Have great work ethic, but they see their jobs as what they do, not who they are. They want a good work/life balance and prefer to work with like-minded people who share these values.

Millennials (1981-2000)

Will make up 75% of the workforce by 2025. They want to make a difference and see their job as more than just a way to make money. They want bosses who help them develop, are transparent, and above all, treat them as individuals.

Generation Z (2001-2020)

Have grown up with technology and are used to being constantly entertained, they want a role that will keep them engaged, with great communication, and full transparency. They want a progressive, open-minded environment to grow in.

Your team are your greatest asset. Which is why it's important to understand their drivers. Understanding their generational cohort could help guide you.

If you'd like a chat about your team and how we could help, please get in touch.

Q&A



How should right to work in the UK documents be checked?

Right to work checks can be completed manually, digitally or through Home Office's online checking service. The platform to use will vary depending on the document you need to check, which changes according to the nationality of the individual to be checked and their status within the UK.

What should be included in a menopause policy?

It should set out the support options available for employees going through menopause, as well as training and guidance for other employees, to create an inclusive and understanding workforce.

For more guidance on this please get in touch.

Are there steps I can take to prevent sexual harassment at work?

The Equality and Human Rights Commission (EHRC) have published a checklist and action plan for employers, focused on preventing sexual harassment at work. These include triggers that can arise during work that could make harassment more likely to occur.



Let's Chat

RACHEL COLLAR - YOUR HR EXPERT

Here are two questions for you:

1. Do you currently have an HR Consultant?
2. On a scale of 1 to 10, how happy are you with them?

If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a **FREE 30 minute consultation**

[BOOK HERE](#)



CHO Corner

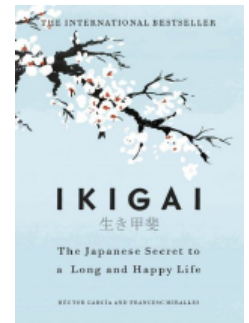
BUDDY - CHIEF HAPPINESS OFFICER

Sharing the secret to a long and happy life!

One of my fav books is **Ikigai** - **The Japanese Secret to a Long and Happy Life.**

It beautifully illustrates how aligning your passions, talents, mission, and the needs of the world can lead to a life of profound fulfillment.

Be sure to add this to your reading list and find your reason for being.



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