

HR NEWS ROOM

November 2025

Enabling businesses to grow
& thrive through their people



HAUS
OF
HR®

As we step into November, it's been another busy and inspiring month here at Haus of HR - packed with events, insights and tips to help businesses put people and wellbeing first.

This month, I take to the stage at **Trilogy Active's Workplace Wellbeing Event**, joining a panel of experts to discuss how prioritising employee wellbeing can boost productivity, engagement and retention.

Later in the month, we'll also be exhibiting at the **Milton Keynes Chamber Business Exhibition**, showcasing how Haus of HR and Haus of Coaching support small businesses and leaders to grow and thrive through their people.

As the festive season approaches, we're sharing our top HR tips for **Christmas work events** - helping you celebrate in style while keeping things fair and compliant.

You'll also find my latest feature, where I open up about my personal experience with **burnout** and why it's fast becoming the real talent crisis facing employers today.

And don't miss our Chief Happiness Officer, Buddy, who's sharing his best **Stress Awareness Day** advice to help humans stay calm, connected and content at work.

So grab a coffee (or a hot chocolate!) and dive into this month's edition - full of practical insights, wellbeing support and people-powered inspiration from Team Haus of HR!



FESTIVE BUT FAIR

HR Tips for Christmas Work Events



The Christmas season is nearly here and with it comes party season! While festive celebrations are a great way to reward your team and boost morale, they can also present a few HR headaches if things get out of hand.

To help you keep the celebrations merry but professional, here are our top HR tips for Christmas work events:

1. It's still a work event - Remind everyone that usual standards of behaviour, respect and inclusion apply, even off-site and after hours.

2. Be inclusive - Not everyone celebrates Christmas or drinks alcohol. Offer options that make everyone feel welcome.



3. Set expectations early - A quick pre-party email covering conduct, alcohol, social media and next-day attendance can save problems later.

4. Lead by example - Managers set the tone. Encourage professionalism while still joining the fun.

5. Offer alternatives - Some staff may prefer a festive lunch, charity activity or wellbeing treat instead of a night out.

At Haus of HR, we're here to help you navigate the people side of your business all year round - including those tricky festive moments! If you'd like to review your social events or conduct policies, or need advice on party planning pitfalls, get in touch before the Christmas countdown begins.

Let's make this year's celebrations fun, fair and HR headache-free!

Want help reviewing your social events policy? We're here to support you - just get in touch

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WELLBEING SUPPORT



Join Rachel who will be speaking at **Trilogy Active's Workplace Wellbeing Event on Wednesday 19 November**, from **8:30-10:30am** at **Duston Sports Centre, Northampton.**

Rachel will join a panel of expert speakers to explore how supporting employee wellbeing boosts productivity, engagement and retention - a conversation that's never been more important for today's workplaces.

Sickness absence is at record highs!

Recent research reveals UK employees are now taking an average of 9.4 sick days per year - almost two full working weeks, up sharply from 5.8 days in 2019.

This surge is costing UK businesses over £100 billion annually, driven by:

- Long-term physical and mental health conditions
- Stress and anxiety
- Poor proactive wellbeing support in the workplace

At Haus of HR, we believe prevention is better than cure. Too often, wellbeing support comes too late - once employees are already struggling.

That's why we're offering a **FREE Health & Wellbeing Check** for business owners, designed to help you:

- ✓ Identify risks in your workplace culture
- ✓ Strengthen wellbeing initiatives
- ✓ Reduce sickness absence and enhance productivity

Healthy, supported employees are not only happier - they're more engaged, resilient and ready to help your business thrive.

Get in touch today to book your free Wellbeing Check and take the first step towards building a healthier, more productive workplace.

Book your free ticket to the event [here](#).

Blog hotspot!

Why Blended Work Is the Future of Business

The world of work is evolving fast, and the future isn't simply "remote" or "office-based" - it's blended. Blended work is about creating balance between people, place, and technology, where flexibility meets connection and performance thrives.

This new model goes beyond hybrid working. It's about designing work intentionally - giving employees the autonomy to choose how and where they perform best, while maintaining strong culture, collaboration, and communication.

But getting it right takes leadership. Without clarity and trust, blended work can lead to confusion, inequality, and disengagement. The key lies in building transparency, supporting wellbeing, and leading with purpose.

Our latest blog explores how businesses can embrace blended work to boost productivity, retain talent, and build a future-ready culture. Read the full blog [here](#).

COME & SEE US AT THE MILTON KEYNES CHAMBER BUSINESS EXHIBITION!



We're excited to share that we will be exhibiting at the upcoming **Milton Keynes Chamber Business Exhibition** on **Thursday 27 November**, taking place from **10:00am to 3:00pm** at the **Delta Marriott**.

As proud Chamber members - and with our Founder, Rachel serving as **Vice President of the Northamptonshire & Milton Keynes Chambers of Commerce** - this is a fantastic opportunity to connect with our local business community and showcase how we support SMEs with all things HR.

Alongside our sister brand, **Haus of Coaching**, we'll be sharing how our expert team helps businesses build thriving workplaces and confident leaders through:

- Bespoke HR consultancy support packages
- Leadership and career coaching programmes
- People-focused solutions designed for growth

Whether you're looking to strengthen your people strategy, upskill your managers or explore coaching to unlock leadership potential - we'd love to chat!

Come and visit us at the exhibition - we'll be there all day from 10:00 to 15:00. Let's talk HR, coaching and all things people-powered business. Register [here](#).

Question of the month

As part of our commitment to employee wellbeing, we are looking to implement more measures targeted at mental health. What measures can we put in place to do this?

Employee mental health can be improved through strategic organisation-wide approaches that include training managers on identifying mental health issues and ways to support employees who are struggling with them. This can be done by implementing Employee Assistance Programmes, conducting mental health awareness initiatives, making reasonable workplace adjustments and promoting positive mental wellbeing through supportive policies and practices.

The most effective approach to helping with employee mental health is to combine prevention strategies with support for those experiencing mental health difficulties. A comprehensive approach should involve employers identifying stress sources and implementing solutions rather than relying solely on individual-level interventions. Remember, those sources can be external to the workplace as well as coming from within it and can include workload but also interactions with colleagues, especially where they involve bullying, harassment or discrimination.

Signposting to relevant resources is an important part of this and one that managers can be responsible for. By talking to employees who they think might be struggling, managers can, if appropriate to do so, direct employees towards, e.g. an EAP or a mental health charity to support employees who are struggling with their mental health and ensure they get help from trained professionals.



My Stress Awareness Tips for Humans

Stress Awareness Day is on **5 November**, and as your resident Chief Happiness Officer, I've got my whiskers twitching about something important - how to help your humans stay calm, connected and content at work.

Even the most paws-itive workplaces can feel the strain when deadlines pile up and energy dips. Stress doesn't just affect performance - it seeps into morale, teamwork and wellbeing.

So here's one of my top tips for keeping your humans purring under pressure:

Create calm through connection, not just comms
When workloads feel heavy, what your team needs most isn't another meeting - it's meaningful check-ins. A genuine "How are you doing?" can go a long way. Encourage honest conversations, listen without judgement, and remind everyone it's okay to take a breather.

It's not about fancy wellbeing programmes - it's about small, consistent acts of care that show people they're seen and supported.

Remember: when humans feel safe and valued, stress levels drop and engagement soars. And if you're not sure where to start, don't worry - Team Haus of HR have plenty of simple ways to help you build a calmer, happier workplace. Curl up and explore our wellbeing resources [here](#).

BURNOUT: THE REAL TALENT CRISIS

We've been featured in the latest **inBusiness** magazine, sharing insights on one of today's biggest workplace challenges - **burnout**.

This topic is more than theory for Rachel - it's personal.

"As a senior HR leader, I reached the point where the long hours, constant availability and growing demands left me drained and disengaged. I didn't even realise how deep the burnout had become until I was right in the middle of it."

That experience became the driving force behind founding Haus of HR - to help create workplaces where wellbeing isn't an afterthought, but part of the culture.

Because let's be honest - hybrid working hasn't always brought balance. For many, it's blurred the lines even more. The laptop on the kitchen table never really closes.

Here's what Rachel shares:

- Wellness apps and fruit bowls don't fix systemic overload
- Burnout prevention must be cultural, not cosmetic
- Leaders must give permission to set boundaries and speak up

At Haus of HR, we help organisations move from firefighting to prevention by:

- ✓ Training managers to spot early signs of burnout
- ✓ Reviewing workloads before they become unmanageable
- ✓ Encouraging open, honest wellbeing conversations year-round



The real question for every employer is this: **"Not how hard are our people working — but what is it costing them, and is that cost sustainable?"**

Here's our call to action:

Don't wait until burnout reaches breaking point. The organisations that thrive tomorrow will be those investing in people-first, resilient cultures today.

Read Rachel's full feature in the latest inBusiness magazine [here](#) and join the conversation:

What's one thing your organisation is doing to prevent burnout and is it working?