SproutsHub

ASK • LEARN • EXCEL

NEWSLETTER

NOVEMBER 2 0 2 1

Sparks Flying

Bonfire night is here and we will hear a lot about sparks flying and how beautiful it is but what about sparks flying in the workplace?

Most of us spend a large portion of our waking hours at work, so the quality of our working environment and relationships has a significant impact on our wellbeing. In any workplace there will be many different experiences and perspectives: we each see the world in a different way. This means we react in our own way to situations at work, which will affect the relationships we have with those around us. This diversity of experience and thinking is a good thing, but it can sometimes lead to misunderstanding and conflict between people.

However, some conflict can be positive, such as a healthy amount of competition between team members to reach goals. But negative conflict, like bullying or personality clashes, can harm individuals and undermine teamworking.

As a manager or business owner, you need to be at the forefront when conflict occurs between team members. If you don't tackle this conflict head on at an early stage, it's likely to escalate.

Managing conflict quickly and effectively are vital in determining the health, wellbeing and engagement of a team.

If you need any support in managing and dealing with conflict at work please contact us, we can help on an ad hoc basis to resolve your issues.

In partnership with A4People we are also able to provide you with the following 2 workshops to help with your staff wellbeing and also management process.

'Management Essential Programme' & Wellness

If you would like more information on how we can help you, contact us today.

Quote: NovemberNews

This month also highlights **National Stress Awareness**.

This year has been particularly stressful for lots of people due to the pandemic so its good to sign post employees to national helplines that are in place to help them if they are feeling overwhelmed.
Here is a factsheet from Rethink Mental Illness www.rethink.org/advice-and-information/living-with-mental-illness/wellbeing-physical-health/stress-how-to-cope/

Do you have a group of 10 learners?

We are offering either of these 2 courses

Level 3 Paediatric First Aid – Blended Emergency First Aid At Work?

Just £499
if booked by 18th December 2021.

Don't miss out on this great saving. If you want to know more on this contact us today.

Training to be held at our head office, Swanwick. Dates can be booked for the new year.

HR Alerts: Succession Planning

The pandemic has shown that preparing for every eventuality is important! The same can be said for business succession planning. Do you know what would happen if one of your senior team members decided to leave the business? Who do you think could step up or make a side move to replace them? November is a good month to access this in line with performance discussions happening at the end of the year.

"I was always looking outside myself for strength and confidence but it comes from within. It is there all the time." **- ANNA FREUD**

e: info@sprouts-group.co.uk w: sprouts-group.co.uk t: 01489 576 823