

# Gloucestershire Branch Newsletter

March 2009



Welcome to this, the March issue of the CIPD Gloucestershire Branch newsletter. I really liked this picture. It gives a sense of this chap's priorities in life at least! And I hope that it gives you a chuckle too, as we continue to be battered with the economic news. In this issue of the newsletter, you will see that we have a load of events going on. You will also see an insert of the next phase of events for the Branch. Note, too, that the Branch AGM is advertised in May alongside an interesting topic for debate - and a useful addition to your CPD folder! Please see 'Branch Matters' for a more in-depth analysis of the Branch and as always, enjoy this issue.

*John Hepworth*  
Editor

## Diary Dates

**GCN - Coaching with Clean Language**

Tuesday 3 March

**BiG Seminar - Lessons in Leadership**

Wednesday 11 March

**Employment Law Update -**

Tuesday 31 March

**Moving Beyond Pay and Benefits**

Tuesday 21 April

**GCN - Book Club and Coaching Practice**

Wednesday 22 April

**Long Term Sickness**

Wednesday 13 May

## Next Events

Tuesday 3 March 2009

Gloucestershire Coaching Network



### "Coaching with clean language"

**Venue: The Forum, Lansdown Road, Cheltenham GL50 2JA**  
**6.00pm for 6.30pm start - 8.30pm finish**  
**£5 inc. VAT to include teas and coffees for CIPD members and Non-members**

**Speaker: Ned Skelton**

Clean Language has been around for about 30 years but only in the past few years has its applications outside of therapy started to expand rapidly into many aspects of business. What is it about a list of open and one closed questions that are making such an impact? Ned Skelton has studied Clean Language over 10 years, has worked with its developer, the late David Grove, and continues to be part of its development with the authors of the book *Metaphors in Mind*: Penny Tompkins and James Lawley.

Ned will take you through an overview of Clean Language and how it is applied in coaching where it can help you to:

- develop a different kind of rapport appropriate for coaching
- listen/observe even more effectively
- know with confidence what question to ask next
- develop the client's conceptual and/or symbolic awareness of their issue

Come along try out some exercises!!

**To book this event, book via the website at**  
**[www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)**

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Wednesday 11 March 2009

## Transform To Survive - Lessons for Leaders

**Speaker: Sir David Pepper, ex Director of GCHQ**

**Venue: Chargrove House, Main Road, Shurdington, Cheltenham, GL51 4GA**

**Light buffet and refreshments from 6.30pm,**

**Presentation 7-8.30pm**

**# Free Event #**

Whether your organisation is small or large, you are likely to experience change to survive. To transform effectively, you need a clear vision, commitment at all levels and excellent communication among many other things! Come and hear how Sir David Pepper's five years as the Director of GCHQ saw a successful staff move from over 50 ageing buildings into a new state of the art headquarters in Cheltenham - all without any break in service to Whitehall customers including the Foreign and Commonwealth Office and the Ministry of Defence.

You will hear about: the changes that forced GCHQ to transform itself; main components of the transformation programme; how the programme was adapted as the world kept changing; and lessons for transformation personal lessons for leaders

But you don't have to be a leader to learn from Sir David's experiences; anyone will benefit from this event.

**To book your place on this seminar, please call Gloucestershire Enterprise on 01242 864137 or email [info@gloenterprise.co.uk](mailto:info@gloenterprise.co.uk)**



Tuesday 31 March 2009

## "Employment Law update - ADDITIONAL DATE DUE TO DEMAND"

**Venue: Rickerbys LLP Solicitors, Ellenborough House, Wellington Street, Cheltenham. GL50 1YD**  
**Refreshments from 8.30am, Workshop 9.00am - 12.30pm followed by a buffet lunch**  
**£28.75 incl VAT for CIPD members; £34.50 incl VAT for non-CIPD members**

**Speakers: Rickerbys Employment Law team**

**To book this event, book via the website at [www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)**

Tuesday 21 April 2009

## "Moving beyond pay and benefits"

Venue: Renaissance Restaurant, Gloucestershire College,  
Princess Elizabeth Way, Cheltenham, GL51 7SJ

Buffet from 6.30 pm, Workshop 7.00 pm - 8.30 pm

£11.50 incl VAT for CIPD members; £17.25 incl VAT for non-CIPD members

Speaker: Sylvia Doyle from Reward First & CIPD

Or, how total reward can help you stay ahead of the competition! In the current economic climate, there is pressure to reduce the pay and benefits budget as employers respond to shareholder demands and governance expectations and meet challenging targets. What impact will these pressures have on your reward packages and how can a total reward approach help you stay ahead of the competition? Come along to this seminar, hosted by Sylvia Doyle, to find out!

To book this event, book via the website at [www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)

Wednesday 22 April 2009

## Gloucestershire Coaching Network



## "Book Club and coaching practice"

Venue: The Forum, Lansdown Road, Cheltenham GL50 2JA

6.00pm for 6.30pm start - 8.30pm finish

£5 inc. VAT to include teas and coffees for CIPD members and Non-members

Speaker: To be advised

To book this event, book via the website at [www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)

Wednesday 13 May 2009

## "Long-term sickness: Rehabilitation of employees." "Including the CIPD Branch A G M"

Venue: Hatherley Manor Hotel, Down Hatherley Lane, Gloucester, GL2 9QA

Buffet from 6.00 pm, A G M between 6.30 pm - 7.00pm,

Seminar between 7.00 pm - 8.45 pm

**FREE EVENT**

Speakers: Rada Kemp - Workplace Legal  
Rupert Scarse - Scarse Solicitors

In a highly participative session, Rada and Rupert will provide a legal and personal perspective on the sensitive issues of managing and supporting the return to work of employees previously on long-term sickness. This will be an ideal opportunity to clarify the law and the practice, especially with the recent ruling on sick employees being able to claim holiday entitlement.

This event will also include the formal business of the Branch A G M - but please, do not be

To book this event, book via the website at [www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)

For any queries or further information about an event, please contact Yvonne Baxter, CIPD Branch Administrator, by telephone, 01242 671054, or email, [yvonne.baxter@virgin.net](mailto:yvonne.baxter@virgin.net). Joining instructions will be sent by email, along with a receipt for payment, a few days before the event. Regrettably invoices cannot be issued by the Branch.

## Feature - EXECUTIVE CRUNCH TIME BY COLIN GAUTREY AND GARY RANKER

As the economic downturn takes hold, corporations around the world are starting to take drastic action to shore up their balance sheets, reduce their exposure and make radical moves to ensure they survive the crisis. What can YOU do in the current climate?

**Step 1: Analyse Your 'Political' Base.** Work out who is in your political network. This means: Split these into supporters (those who will help you if asked) and advocates (who will be proactive on your behalf). Notice how your base maps onto the organisational structure in which you operate. Where are the gaps?

**Step 2: Strengthen Your Base.** Strong relationships will only stay strong if they are kept fresh. Lack of contact could mean that when needed, the support has evaporated. Who do you need to reconnect with right now?

**Step 3: Consider Worst Case Scenarios.** It is very difficult to predict how an organisational crisis will take form, yet any attempt to set down the possibilities will help to provide you with early warning and give you the opportunity to take action to improve your position if it happens.

**Step 4: Expand your Political Base.** Based on the probable scenarios and your impact assessment, where do you need to find new friends and supporters? Invest time and energy in building new relationships and beginning collaboration in areas where you may need it in the future if one of the scenarios emerges.

**Step 5: Pump Real Value into your Base.** Work hard to deliver value to those in your network so that they view you as someone who is crucial to the organization's long term success. Avoid getting a reputation for only talking to people when you want something!

**Step 6: Engage with your Allies.** Take every opportunity to stay close to those who matter in your political network. As trusted allies, open up the scenario debate with them and see what they think about the possibilities. You'll gain new ideas and intelligence from the synergy of thinking things through together.



No matter how polished your political skills, or widespread your network, there are no guarantees. What we can guarantee, however, is that if you pay careful attention to the points made in this article, you will stand a better chance of surviving the credit crunch with both your career and your integrity intact.

*Colin Gautrey -- author, coach, facilitator and noted expert in the practical use of power and influence in the workplace. Dr. Gary Ranker is cited by Forbes as one of the top five coaches. Financial Times nominated him one of 50 global Thought Leaders. He specialises in coaching senior executives to succeed in cultures where corporate politics is a major factor.*

To know more or to try an Influencing Skills questionnaire yourself, contact [david.wilson@noetic.uk.com](mailto:david.wilson@noetic.uk.com) or see [www.noetic.uk.com/personal.php](http://www.noetic.uk.com/personal.php)

## Feature - BRANCH TREASURER, GRAHAM ROSAM, WRITES ABOUT A RECENT VISIT TO GLOUCESTERSHIRE COLLEGE: USE IT - AND BENEFIT



The November Branch Core Committee Meeting was held at the new Gloucestershire College in the heart of Gloucester's renovated Docks. We were joined, at this unique opportunity to be given a guided tour, by three colleagues from Hereford and Worcester Branch Committee, Nic Blake, Nichola McKay and John Rowland.

Not only is this College in a striking and well placed new building, but it is one of the largest Further Education colleges in the UK with 37,000 learners, a £27 million budget, 1200 staff and an impressively wide range of courses.

Under the mission statement of "Transforming Lives, Supporting Business", the College aims to enable individuals to realise their ambitions and fulfil their potential while meeting the skill needs of the local community. At the end of what would have been a typically busy day at the College we arrived for our meeting at 6.30 pm and found the place still buzzing with life as a range of courses carried on into the night. Therefore, the first impression was delight at seeing such enthusiasm for education and self development.

Our hosts were Scott Harvey, member of the Board of Governors, Sylvia Bullock - the College's Director of Business and Workplace Development, and Richard Peers, Business Development Manager. We heard about the depth and breadth of education provision delivered by the College, covering all of those curricula you would expect to see present such as apprentice engineering and construction trade skills, IT, business skills, Care and Early Years, hospitality etc, but also others not always associated with FE colleges such as media and performing arts. It's impossible to mention anything like the whole range of subjects available in a short article like this, but full information is available in the published prospectus or on the website at: [www.gloscol.ac.uk](http://www.gloscol.ac.uk).

In his enlightening presentation, Richard also explained the College's broad role in delivering courses under the vocational Train to Gain programme as well as a raft of opportunities as a foundation for Access to Higher Education including collaborative links with HE institutions such as the Universities of Gloucestershire and West of England; there is also employer based training, Open and distance Learning, and Trade Union studies. It's clear that the College has a firm eye on its ambitious goals and steely determination to achieve. We were treated to a tour of some of the impressive state-of-the-art facilities on site.

We hadn't the time to see everything and concentrated on the engineering workshops, where we saw an ideal combination of practical work cells - mock bathrooms, heating systems, electrical installations etc, heavy engineering workshops, and roofs under construction - with incorporated teaching space. We saw metal being bent, welding torches in use, and timber trusses being fitted, all with obvious enthusiasm and caring expert tutorship.

It all provided a welcome reminder of the sheer hard work that goes into this one integral part of the greater learning and development jigsaw puzzle which underpins our daily jobs and economic future. Sylvia and Richard's portfolio includes running the Business Training Solutions organisation, which is there to help your business get the training it needs. They are very keen to continue to develop close relationships with Gloucestershire employers (and even further afield) and would be pleased to talk to you about your requirements - give them a ring. They would also be delighted to show you what they do: we found it extremely worthwhile - I'm sure you would do too!

**CIPD CHIEF EXECUTIVE, JACKIE ORME**  
.....will be coming to the branch on 17 September  
2009.....more details to follow on this coup for the  
branch.....book it in your diary now!



## Branch Matters - A G M and committee vacancies



Firstly, due to low demand and type-setting issues, we have dropped the option for an 1/8th page advert. The remaining rates remain competitive, so please still use the newsletter!

Well, it is that time of the year again when your Chair - that is me - starts to think about the end of the financial year and the A G M.

As has been the case in the previous years, the finances have never been better and we are continuing to work to the plan that was agreed by the A G M in May 2008. We remain, however, mindful of the current economic climate and will continue to do our best to provide cost effective and meaningful events and help for local members.

The A G M in May will mark the end of my own three year tenure in the role of Chair of the Branch. I shall also be stepping down from the role of Editor of the Newsletter. Both have provided me with great fun and the opportunity to keep connected to what is happening in the CIPD - locally and nationally - and business in Gloucestershire. So, the time to put YOUR hat into the ring is 13 May and below, I highlight what the roles involve - alongside other vacancies that are open:

### Committee Vacancies

- **Chair** - to lead and manage Branch activities with the Branch committee in line with the CIPD's constitution; act as a CIPD ambassador; maintain with Treasurer the financial status of the Branch
- **Newsletter Editor** - to deliver a Branch Newsletter as agreed with the Branch committee; manage the publication and distribution through allocated suppliers; pull together articles and Branch events through external sources and colleagues on the Branch committee as required; maintain the CIPD corporate image guidelines
- **Newsletter Features** - in addition to current incumbent, RAE WILLIAMS; provide input to the bank of articles for the newsletter on a six-weekly basis; ensure that articles reflect the diversity of HR&D activities in the Branch and the profession; delivery of articles to timescales to Editor
- **Events Membership** - in addition to existing incumbents (see Web Page Events); help compile and co-ordinate the programme of events for the Branch; take responsibility for organising some events; application of existing, well developed administrative processes for events management
- **Council Representative** - attending the two Council Meetings per year, in Spring and Autumn, receiving the minutes from the Executive meeting, taking part in discussion on points covered, sharing information with the Branch Committee and putting forward the Committee's views on occasional topics

Clearly, the Branch Committee will have to assess what we can deliver given the number of willing volunteers we can muster. All the roles on the Committee, not just these mentioned as specific vacancies, do require a bit of effort but they are not onerous and you will find that you do benefit personally - both in personal development and social contacts.

Which is what **Agneta Lindgren** will find - Agneta has volunteered to join the Events Team and we welcome her into the committee! Now that the weather is hopefully improving, the committee may get to meet her too! Agneta runs her own consultancy and we look forward to benefiting from her expertise in training and development.

So - go on, you know it makes sense. Volunteer for a role at the A G M!

# GROWING GLOUCESTERSHIRE CONFERENCE



Thursday  
25 June 2009

## Fantastic Keynote Speakers! Hear from...

**Charles Landry -  
Is Gloucestershire making the  
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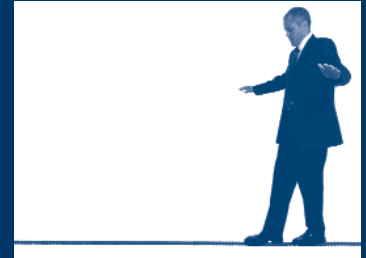
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## Committee Contact List

Chair and Newsletter Editor John Hepworth  
Tel: 07776 450016 Email: john.hepworth1@btopenworld.com

Secretary and Centre Co-ordinator Wendy Ellis (nee Haigh)  
Tel: 07748 328851 Email: Wendy.Ellis@NOV.com

Treasurer Graham Rosam  
Tel: 07796 996009 Email: graham.rosam@highnambband.co.uk

Policy Advisor Jenny Nixon  
Tel: 01453 750650 Email: jennynixon@care4free.net

Council Representative Jill Lang  
Tel: 01285 653820 Email: jlang@peoplepotentialp.co.uk

Coaching Advisor & GCN Special Interest Group (SIG) Lise Lewis  
Tel: 01452 715024 Email: lise@blueskylearning.co.uk

HR Forum SIG Helen Harrison  
Tel: 01453 835263 Email: helen@monkswoodassociates.co.uk

Diversity Advisor Heather Ross  
Tel: 07939 385409 Email: ha.ross@btinternet.com

Events Lead Fiona Prattley  
Tel: 07812 211343 Email: fionaprattley@aol.com

Membership Advisor Ellie King  
Tel: 07801 655905 Email: elliejking@gmail.com

CPD Advisor Heidi Sear-Smith  
Tel: 07879 456178 Email: heidi@whelfordconstruction.co.uk

Branch Administrator Yvonne Baxter  
Tel: 01242 671054 Email: yvonne.baxter@virgin.net

Gloucestershire CIPD Branch Website - [www.cipd.co.uk/branch/gloucester](http://www.cipd.co.uk/branch/gloucester)

### DEADLINES

Information, articles, details of future meetings / events and news items for upcoming issues of newsletter need to be sent in by the dates below at the latest:

**15 March**

**15 April**

**15 May**

Please use e-mail for your copy.

### ADVERTISING

This newsletter is sent to approximately 1,400 CIPD members in the Gloucestershire Area. Advertising is now available at the following rates:

Full Page	£500.00 + VAT
Half Page	£250.00 + VAT
Quarter Page	£125.00 + VAT

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