



UPDATE

The regular update for the CIPD members in Merseyside, North Cheshire,
North Wales and Isle of Man

December 2008



**Season's
Greetings**

and every best wishes for
2009 to all our members!

Letter from the Editor



Dear Member

Yet another year has slipped past. Is it just me or do you also find that time really does fly?

Hopefully you will have enjoyed many of the well organised events held during 2008, if you have we look forward to seeing you again in 2009. If you haven't then hopefully you will resolve to come to some next year.

Also, if you haven't got around to upgrading, why not make that one of your New Year Resolutions?

Why not attend our Branch Planning event in January? It gives you the opportunity to shape your Branch for the future.

Hope to see you soon. In the meantime Merry Christmas and all the best for the New Year

Regards

Cathy

Web Editors Update

The branch website is a work in progress! A number of areas have been updated over the past few weeks, namely branch contacts and event information.

There is, as ever, a good deal more work that needs to be done. I am working on attaching all the recent Update Newsletters so they will be available for downloading from the webpage.

You can check on forthcoming events by clicking on **Find your Branch** – ours is Merseyside, North Cheshire and North Wales. Then click on **events** to discover what is on in the region.

All events can be booked through the website and it is essential that you do so in order for organisers to order the correct size of room and catering.

Any suggestions for improvements to our Branch pages gratefully received.

Ian Warren



From our Chair



This issue contains the details of our events planned for the New Year. Please take a few minutes to look at the range of events that we have planned. Hopefully, you will find some of them of interest and relevant to your work and professional development.

All of the events are subsidised, many are entirely free, which may lead you to think that they may be a bit "cheap and cheerful". The feedback we receive from delegates attending all our events is extremely positive. The speakers, venues and catering we provide are always top class and topics are carefully chosen to be interesting and relevant to all levels of HR.

If you haven't attended any events in the past, make it a New Year resolution to try one out.

I am sure you will be very impressed, it is a great opportunity to network with fellow HR colleagues and share problems, experience and expertise.

A large number of our members are missing out on some great development and learning opportunities. This is a shame, as it is your own subscriptions being used to subsidise the events. Make sure you don't miss out in future, by booking onto an event that stirs your interest.

In the last issue, I talked about how quickly time seems to pass (a sign of my age!), so I won't repeat this sentiment again. However, New Year will be with us all before we know it, so maybe now is a good time to start your plans.

I would just like to wish you all well and regardless of your religious beliefs, hope you enjoy a well-earned break over the festive period. May I also take the opportunity to wish you well for the New Year and a successful 2009.

Regards

Dave James

Contents

- 1 • Letter from the Editor
• From our Chair
• Web Editor Update
- 2 The Good, the Bad and the Ugly - Reflections of the CIPD Annual Conference 2008
- 3/4 Events Diary 2008/9
- 5 IMPSA Conference 2008
- 6 • Have your say at the Branch Planning Event
• Liverpool Branch CIPD - What's new?
- 7 • Local Upgrading Workshop and Local Upgrading Panel!
• Health and Wellbeing at Work Event
- 8 • Coaching SIG
• Your Branch needs you!

The Good, the Bad and the Ugly

– Reflections of the CIPD Annual Conference 2008

How to title this? The thought occurred that Harrogate is good in parts, very good in parts and not so good in other parts...

The Good

– it's up North (for a Northern girl like me that's a good point), accommodation is good value (I have stayed at a superb b&b for the last 3 years).

The Bad

– it's a devil to get to when travelling by rail – 3 changes with cases is not fun.

The Ugly

(1) Pulling cases up hill to the station at the end of the trip, even though I deliberately didn't collect freebies and handouts – Harrogate is not flat!
(2) The piles of discarded 'freebies' and paper in the loos – this isn't very 'green'.

So to the conference...here's a summary review of some of the sessions I attended:

Freeing Up Organisations – how leaders shape culture in each moment – Ben Bryant

The 'blurb' in the handbook states 'participants will be encouraged to share their own ideas and experiences of leaders who demonstrate the courage and confidence to bring about deep cultural change'

The Good – A great starting place, this was presented well, paced confidently and logically and his argument was easy to follow and understand. The main offering was that the intuitive approach to change requires sense giving and sense making, mindfulness and awareness, shadow sensing and inner freedom. A great soundbite was that 'every conversation is an opportunity to change'.

How to get Engaged at Work – developing successful leaders and cultures - Beverly Alimo-Metcalfe

The Good – She presented her Model of Engaging Leadership - new research that demonstrates that engaging leadership can impact on performance, morale and well being. "We now have the knowledge as to how to enact engagement". Her study found that a culture of engaging leadership significantly predicts high levels

of motivation, satisfaction, team productivity, job and organisational commitment and reduced stress and emotional exhaustion this was useful information.

The Bad – Rather rushed near the end – she ran out of time.

The Ugly – Several of the slides she used on screen were not in the booklet and vice versa – not a big issue except some of the slides not in the booklet were key and complex – e.g. processes and diagrams.

Leading Through Turbulence – the power of courageous leaders – Octavius Black

As an avid reader of Mind gym this session was my pre-conference favourite

The Good – A very interactive session, we all did a questionnaire about our style and got a free pen! It was very accessible and practical.

The Bad – No copy of the slides.

The Ugly – The pace was poor, very rushed at end and he kept saying, I have a great story about ... but don't have the time to tell it – thanks Octavius! I would question whether this deserves the status 'master class' – yes in terms of interactivity, enjoyment and fun but there was nothing really new.

Positivity at Work – fulfilling individual and organisational potential - Tal Ben-Shahar

The Good – this was a winner! So much so I bought the company – no, not really but I did buy his book!

Key points (from the workbook that other speakers didn't supply!)

- Questions create reality, the questions we ask our colleagues and ourselves create the organisational environment in which we work
- When we appreciate the good in the organisation and in ourselves – rather than taking the good for granted – the good appreciates and grows
- As leaders we often get what we expect. Beliefs are self fulfilling prophecies

- Positive emotions in the organisation lead to better performance
- Organisations and individuals who focus on their strengths are more successful

Reading over these again I realise they are not new thoughts, however they were presented in an entertaining, engaging and professional way and as someone versed in positivity the talk gave me several new thoughts, insights and connections.

The Bad - No copies of slides but interesting I didn't remember this as a minus such was the engagement level.

The Ugly – Overran but actually we were told this at the beginning – I had to leave early because of a meeting that had been scheduled so it was a bit inconvenient leaving.

To conclude

I hope this review gives you a flavour of the conference and connects you to places you want to go to learn more. Goodbye Harrogate 2008, Hello Manchester 2009

PS Thanks to the Upgrading interview opportunity at Harrogate 2008 – now a Chartered Fellow



Krista Powell Edwards
Humanistics Training and Consultancy
Learning and Development Experts

Events Diary 2009

Book via the website:
www.cipd.co.uk/branch/merseyside/events

All events are open to members of any grade from any region of CIPD. As we go to press, some events timings etc are not fully confirmed, so please check all events on the website. Please book on to all events via the website - this ensures we can cater for the correct numbers and let the speaker know how many will be there. The contact number given is only for any queries not for normal bookings.

JANUARY 2009

Upgrading Workshop

Date: Wednesday 7th
Venue: Daresbury Park Hotel, Daresbury, Warrington WA4 4BB
Time: 6.30pm
Cost: FOC
For enquiries: Cathy 07947 817 755 (not available between 26 Dec and 2 Jan)
Description: Review the requirements for upgrading, hints and tips on how to successfully upgrade on the first application.

Drugs and Alcohol in the Workplace

Date: Tuesday 13th
Venue: TBC Isle of Man
Time: 5.30pm for 6.00pm
Cost: £6 for members, £12 for non members. Free for students
For enquiries: Ann Anderson 01624 687 585

Breaking the Mould (joint event with CMI)

Date: Tuesday 20th
Speaker: Peter Hunter
Venue: HS Administrative Services Ltd, Aegon House, Daresbury, Warrington WA4 4HS
Time: 6.30pm for 7.00pm
Cost: FOC
For enquiries: Cathy 07947 817 755
Description: Peter Hunter will share the results of his techniques of engaging the workforce to produce measurable and sustainable culture change.

Upgrading Panel

Date: Saturday 24th
Venue: Daresbury Park Hotel, Daresbury, Warrington WA4 4BB
Time: Strictly by appointment only
Cost: £60 to upgrade
For enquiries: Cathy 07947 817755 (not available between 26 Dec and 2 Jan)
Description: Your chance to book an appointment with a panel member to upgrade your membership. Ideally you should have attended an upgrading workshop prior to this.

Branch Planning Event

Date: Saturday 24th
Venue: Daresbury Park Hotel, Daresbury, Warrington WA4 4BB
Time: 9.30am – 1.30pm followed by lunch
For enquiries: David James 0151 228 0888
Description: See article on page 6

Coaching Special Interest Event

Date: Tuesday 27th
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 6pm start
Cost: FOC to members
For enquiries: Andrew Newton 01244 330148
Description: See article on page 6

Bullying and Harassment

Date: Monday 26th
Speaker: Nickie Harding of Hancocks Solicitors
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 6.00pm
For enquiries: Jayne Dunn 07902 789 105
Description: This evening session will provide personnel practitioners and managers with practical, hands-on advice on how to manage such a difficult and much feared area of employment law.

FEBRUARY 2009

Employment Law Event

Date: Monday 9th
Speaker: Phil Bramhall
Venue: Oriel House, St Asaph
Time: 9.00am to 1.00pm (with lunch)
Cost: Members £50 Non-members £75 Students £35
For enquiries: Mari James 07932 773187

Wellness at Work

Date: Tuesday 10th
Speaker: TBC
Venue: TBC Isle of Man
Time: 5.30pm for 6.00pm
Cost: £6 for members £12 for non members Free for students
For enquiries: Ann Anderson 01624 687 585

An Introduction to the New Leadership Competencies

Date: Wednesday 25th
Speaker: Glyn Lumley CMCIPD
Venue: The Deming Forum Cymru, The Promenade, Llandudno, LL30 1BB
Time: 9.00 for 9.30am to 1.00pm (buffet lunch to follow)
Cost: Members £25 Non Members £45 Students £5 (includes refreshments and lunch)
For enquiries: Glyn Lumley 07720 772 010
Description: Glyn will introduce us to these new competencies, which are used in high performing organisations around the world. Also, he will share how he has used these principles to improve HR processes as well as the service of an organisation overall.

Event Liverpool

Watch the website for details of a Mediation Event with ACAS in Liverpool Book via CIPD Website For queries contact **Debbie Nesbitt 07725 041457**

Events Diary 2009

Book via the website:
www.cipd.co.uk/branch/merseyside/events

MARCH 2009

NLP Coaching Event (joint event with CMI)

Date: Tuesday 3rd
Speaker: Kevin Rae
Venue: Daresbury Park Hotel, Daresbury, Warrington WA4 4BB
Time: 6.30pm for 7.00pm
Cost: FOC
For enquiries: Cathy 07947 817 755
Description: Kevin will share some simple techniques from NLP which can be used to help us when coaching others

Employment Law Update

Date: Tuesday 17th
Speaker: Phil Bramhall
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 9.00am for 9.30am until 1.30pm
Cost: Members £50 Non-members £75 Students £35
For enquiries: Janet Kelly 07973 675 700
Description: Chester Group annual Employment Law Update covering the latest topics and updates in recent employment law legislation effective in 2009.

Coaching Special Interest Event

Date: Tuesday 24th
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 6pm start
Cost: FOC to members
For enquiries: Andrew Newton 01244 330148
Description: See article on page 6

Event Liverpool

Managing Investigations, 6.30pm Liverpool. Check the website for further details

APRIL 2009

Leadership Profiling (joint event with CMI)

Date: Tuesday 21st
Speaker: Doug Strycharczyk AQR
Venue: EEF, Glazebrook, Warrington WA3 5BN
Time: 6.30pm for 7.00pm
Cost: FOC
For enquiries: Cathy 07947 817 755
Description: Doug Strycharczyk will share the background to a new leadership profile and will explore how this measure works and how it relates to all existing models and how you can use it to improve your own leadership skills.

Communicating 'Cleanly'

Date: Monday 27th
Speaker: Krista Powell Edwards from Humanistics
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 6.00pm for 6.30pm
Cost: FOC
For enquiries: Cerys Swaine 07974 807 097
Description: Krista helps individuals and organisations to improve how they communicate and operate so that they are effective and achieve their objectives.

MAY 2009

Mock Tribunal - Discrimination / Equal Pay

Date: Tuesday 5th
Organisers: Mari James/Mari Roberts
Venue: Bangor University
Time: 09:00 to 13:00 with a buffet lunch followed by AGM at 13:30
Cost: Chargeable Event

Mock Tribunal - Liverpool

Date: Thursday 7th
Speaker: Halliwells
Venue: Knowsley Hall
Time: 9.30am to 4.45pm
Cost: Chargeable event

AGM / Managing Difficult Employees and Situations

Date: Monday 11th
Speaker: Kerstie Skeaping of Halliwells
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL
Time: 5.45pm for 6.00pm
Cost: FOC
For enquiries: Cerys Swaine 07974 807 097
Description: This event aims to highlight practical ways to manage and cope with difficult employee situations at work by dealing in fact and behaviour - not emotion.

AGM / Managing Difficult Employees and Situations - St Helens, Runcorn and Warrington Group AGM

Date: Wednesday 13th
Venue: Daresbury Laboratories, Keckwick Lane, Daresbury, Warrington WA4 4AD
Time: 6pm for 6.30pm
Cost: FOC
For enquiries: Cathy 07947 817 755

CIPD Branch AGM

Date: Thursday 21st
Venue: Ramada, Whitchurch Road, Christleton, Chester, CH3 5QL

The enthusiasm and belief that everything is possible in South Africa

Reflections of the IMPSA Conference August 2008

As I sat at my desk one rainy and windy summer's day in July I noticed an email pop into my inbox from Carol Sands at Public Sector People Management Association (PPMA). After recently starting a new job with the Equality and Human Rights Commission, the competition to win a trip to the Institute of Municipal Personnel Practitioners of Southern Africa (IMPSSA) conference in South Africa had completely slipped my mind.

It was with great surprise and excitement that I read the message informing me that I had "won" a place to attend and that I needed to book some tickets to Johannesburg as soon as possible.

My next obstacle was informing my new employers that I needed a week off, only 2 weeks after starting!

Luckily they agreed it was an opportunity too good to miss and so I was all set to jet off to the conference in South Africa.

IMPSSA is an organisation set up with the aim of promoting and sharing good practice in Human Resource Management within the Public Sector of South Africa. Many of its members are involved in managing the development of South Africa Municipalities (Councils) and in Johannesburg this also includes involvement in the preparations for hosting the World Cup Football competition in 2010.

The Conference timetable an exciting mix of HR practitioners, Government Ministers and Learning and Development specialists sharing their experience's of overcoming HR challenges in South Africa.

Despite the huge issues which South Africa faces, HIV (In some regions over 25% of the working population are HIV+), political instability and poverty, there is an overwhelming vision and hope for the future that was evident from all the speakers.

The vision is to build an economically strong democratic country with opportunity for all. This is a bold and ambitious vision but the enthusiasm and drive that was evident from everyone I met left me in no doubt that in time, this would be achieved.

The highlight of the Conference Timetable came at the end with an organised tour of Soweto, the black township in the heart of Johannesburg. Soweto was also at the heart of the struggle to overthrow apartheid. We were shown the many improvements which have improved the living conditions and prospects in this area and also the scale of the challenges they are still facing. The house that Nelson Mandela lived in as a young man is still there.

The most humbling and emotional experience came at the Hector Pieterse Museum in the heart of Soweto. This tragic museum, opened in 2002, honours the Sowetan schoolchildren slain in a police massacre in 1976 during a student protest. Our guide was explaining the details of this key event which arguably triggered the start of the fall of apartheid.

Our guide explained how the shooting of a young black boy by white police during a peaceful protest by students triggered nationwide unrest. The life sized image next to our guide depicts a photograph of a black youth carrying the boy's lifeless body whilst fleeing from the scene with the dead boy's younger sister. The little girl in the picture had a familiar look, then it was explained why, our guide was the little girl in the picture.



It is not often that you meet someone who is indeed living history, it was an emotional moment for everyone. Even more amazingly she had been invited to Germany to talk about her experiences under Apartheid and during her visit the Berlin wall fell, she still has a piece of the wall at home!

My other lasting image of SA is of the haunting beauty of the landscape, the wildlife, the sheer variety of the country from snow capped mountains to savannah and lush green forests. I managed to squeeze in a flying visit to the Drakensberg Mountains and a quick hike to the top of Cathedral Peak at over 3000m, with snow and baboons at the summit!

As I write this Barack Obama has just become President elect of the USA, I am sure this has been greeted with huge joy in SA, and I hope will strengthen their belief that despite many barriers, with a strong vision and self belief, amazing things are possible.

Ian Warren

WOULD LOVE TO HAVE YOUR SAY AT THE BRANCH PLANNING EVENT?

The Branch exists to run events and look after the interests of members in the region. Since our Branch is so geographically large, we are split into several geographic groups eg Liverpool, Chester, North Wales, St Helens/Runcorn/Warrington (known as STAW) plus the Isle of Man. We also have a special interest group for coaching.

Committee members give up their time on a voluntary basis to organise events throughout the year, but we are keen to hear from members who have not necessarily on the committee and so twice per year we organise a Branch Planning Event.

Our Branch planning events have grown in relevance over the past two years and helped to shape the priorities and activities for our members. You are cordially invited to join us at the wonderfully posh De Vere Daresbury Hotel, Warrington on Saturday 24th January 2009, 9.30 – 1.30pm with lunch to follow. Come and tell us what you think could be included in future Branch activities.

As with other events, people who have attended Branch planning days have found it a very enjoyable experience. It is a great opportunity to meet with the Branch Committee and find out more about our plans for the future. More importantly, it is a chance to influence plans and ensure that your own priorities and professional interests are reflected in future programmes.

If you are an ideas person and think you could contribute innovative and creative suggestions to help make our future events programme more varied and attractive, please come and join us. If you are a practical person and feel you could help us improve the way we organise and implement events, you will be equally welcome.

Agenda is likely to include:

- Planning events for 2009 Programme
- Planning of an HR Skills Event for 2009
- Update – your magazine - shape its future
- Exploring best practice for events
- How to target new members
- Upgrading - with a chance to upgrade on the day.

I appreciate that it is difficult to set aside a Saturday morning, but if you can afford the time, your support would be very much welcomed. If you have any further questions about the event, don't hesitate to contact us via the CIPD Website.

A special note on events

It is essential that you book places early through the website so that we can organise the room size, refreshments and lunches. Please remember – it is your money we are spending to run this, so please only book when you are sure that you can attend. (Once we confirm numbers with the hotel, we will have to pay for that number.)

Look forward to seeing you there.

Dave James

Liverpool Branch CIPD - What's New?

By Debbie Nesbitt, Branch Chair

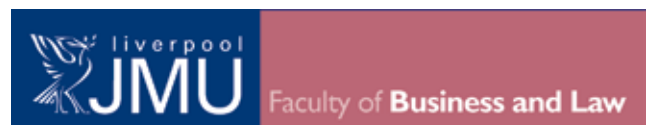
A Neuro-Linguistic Programming (NLP) Re-Framing Workshop and Employment Law Update are just a couple of recent events organised by Liverpool Branch of CIPD.

The NLP workshop hosted by Krista Powell-Edwards, explored how the re-framing technique could be used by HR professionals to enable change in others. The session included a useful opportunity for all to practice new skills in a learning environment and received fantastic feedback from participants.

Phil Bramhall kindly hosted our Employment Law Update event on 27th October advising on recent case law including Disability Discrimination, Equal Pay, Age and Discrimination to name a few. This informative session was well attended and included a useful case surgery session to discuss employment law issues relative to the group.

A big 'thank you' to the Liverpool Committee members who give up their free time to organise events and also to our local HR community who make our efforts worthwhile. In addition to supporting the Diversity event on 18th November, we are currently organising further events for 2009 to include Mediation, Managing Investigations and a Mock Employment Tribunal and will provide further information via the CIPD website in due course.

Advertisement



Professional Qualification and CPD Opportunities

Certificate in Business Management Gain Licentiate Membership of CIPD

A one year part time programme and postgraduate business management qualification, which covers the revised CIPD Leadership and Management syllabus. Successful completion gives licentiate membership of CIPD and entry to the MA Personnel and Development programme. *Intake Sept 2008*

MA Personnel and Development Gain an MA at the same time as Graduate CIPD

A two year part time programme, which is accredited by CIPD and open to those who have completed the CIPD Leadership and Management Programme. Successful completion leads to Graduate Membership of CIPD and the MA qualification. *Intake Sept 2008*

MA in Strategic HR – For experienced practitioners

A one year programme ideal for corporate members of CIPD, and other HR and HRD practitioners who are appropriately experienced and qualified. The programme supports practitioners in developing a critical perspective of practice in order to enable strategic change at an individual, professional and organisational level. Practitioners will attend for three, two-day blocks followed by six action learning sets. *Intake Jan 2009*

For further information please contact the Programme
Administration team tel: 0151 231 3800 email: blwpg@ljmu.ac.uk

If you haven't yet upgraded then don't miss the chance to attend a **Local Upgrading Workshop** and a **Local Upgrading Panel!**

For those who have been putting off the task of upgrading now is your ideal opportunity to take the plunge! Why not make it a New Year Resolution!

I am organising a local upgrading "panel" for 24th January 09 (the day of our Branch Planning Day). Instead of pulling together your information and sending this to London, a local panel involves individuals collecting the information they need to upgrade ie:

- The completed upgrading form available from the CIPD Website
- And/or a development plan and CPD record (this may be already covered if you have used the full form)
- Your latest CV and possibly job descriptions (depending on how detailed the CV is) and bringing this along to an interview with a panel member.

The advantage of this is that you can be asked questions about the information you have and "plug" any gaps at the interview. You will know on the day that your upgrade is successful or in the case of Fellows that it is recommended (It will still need to be ratified in

London) It really does take the mystery out of the process and is particularly useful for anyone who has not had a "straightforward" career route.

Where these interviews have worked best, potential upgraders have attended an Upgrading workshop At this we can discuss what you need to present and ensure you have all the information you need! This saves wasting the time of the panellist on the day.

Interviews are likely to take between 20 – 30 minutes and people would be seen on appointment basis.

Please book on to these via the CIPD Website:

Upgrading Workshop Wed 07 January 09

Upgrading Panel Saturday 24 January 09, BOOKING IS ESSENTIAL You will be allocated a half hour slot

Please note: New graduate members can upgrade within the first year of membership at no cost!

Please telephone Cathy Blades on 07947 817 755 (Please do not call between 26th December 2008 and 2nd January 2009, since I will not be in the UK)

Review • Review • Review • Review • Review • Review • Review • Review • Review • Review • Review • Review • Review • Review

HEALTH AND WELLBEING AT WORK EVENT 12TH NOVEMBER 2008 - CHESTER CIPD GROUP

The Chester CIPD Group held an all day event to promote health and wellbeing in the workplace. The event focused on initiatives that are used to assist in supporting employee's health and wellbeing at work and beyond.

The day started with a healthy breakfast – the most important meal of the day.

Our first guest speaker, Giuliana Christmas, discussed the case and methods for promoting health and wellbeing at work and informed us of the Corporate Health Standard.

David Somerville provided us with the opportunity to view a completely integrated approach to the identification and facilitation of wellbeing in the workplace, in all its different manifestations (physically, mentally, emotionally and spiritually). He showed how integral (or appreciative) coaching, which focuses on the desired positive outcomes, can bring about significant change at both the individual and organisational level.

At intervals throughout the day, we were able to relax with a massage session and some had their blood pressure tested.

After Lunch, the day became even more interactive as we all joined in with the laughter session with Robin Graham, who showed us how laughter can significantly improve relationships in an organisation. We all benefited from this refresher course.

Dr Joe Delaney, specialist in Integrative Health Practice, described the science behind the power of positive emotion. He also demonstrated the effects of 'Cultivating an Inner Smile' on both the body and mind. He had an impact on us all with his life story – Astounding!

Denise Chilton finished off the day by looking at the importance of relaxation and gave us the opportunity to try a couple of techniques to help us relax.

She left me with five tips to pass on to you:

Eat Healthily! Cutting down on caffeine, alcohol and sugary foods and replacing with slow releasing carbohydrates and plenty of fresh fruit and vegetables helps to balance our blood sugars and keep energy levels high.

Exercise! Increased activity 20 minutes; 3 times a week can reduce blood pressure, help with weight loss and will help improve mood and sense of well-being.

Laugh a lot! Don't take life so serious. Laughter releases endorphins; the bodies feel good hormones enhancing mood and happiness.

Let go of your worries! Identify your worries and take action to reduce them. List them, focus on the important ones, look at all your options and then make decisions.

Relax! Setting time aside to rest our body and switch off our mind is one of the most effective ways to enhance our well-being.

Cerys Swaine
Chester CIPD Committee Member



Coaching Special Interest Group

The Coaching Group has now met on 3 occasions and has generated considerable interest. There have been between 15 and 20 people at each event and over 60 have expressed an interest in the sessions.

The Group has been set up as a networking and support group, within which ideas and techniques can be shared and coaching developed by practicing the skills in small groups.

The meetings will generally have the following format:

1. Administration/notes of last meeting
2. Resources – sharing ideas, books, training information etc
3. Input members show how they use a particular skill or technique (30-45 mins)
4. Coaching triads and feedback (60 mins)

For the final session, we split into groups of three, with one person volunteering to be the coach, another the client who brings a real issue on which to be coached and the third being the observer, who gives specific feedback to the coach at the end of the session. All three roles offer an opportunity to learn more about how coaching works and how to develop skills to a higher level.

There is a really interesting mix of experience, with some people having their own coaching practice, others delivering coaching training in organisations and some interested to see what benefits coaching can bring to their organisation.



If you are interested, please put the following dates in your diary:

1. Tue 27 January 09 (Venue: Ramada Christleton, if available)
2. Tue 24 March 09 (Venue: Llyndir Hotel, Rossett if available)

The meetings start with light refreshments at 6pm and finish at about 8.30pm

Attendance is free for CIPD members and non-members can attend the first 3 sessions for free – the cost is then £10.

To Book

Please email [Julie](mailto:julie@branchcipd@yahoo.co.uk) on branchcipd@yahoo.co.uk if you wish to attend.

For further information, phone [Andrew Newton](tel:01244 330148) on 01244 330148 or email on andrew@leadingmatters.co.uk.

Your Branch needs you!

The main Branch Committee is elected at the AGM in May 2009. However we are short of people to carry out some of the roles. We can co-opt people during the year and would very much like to do this to fill the following vacancies:

Membership Adviser

- Respond to enquiries regarding membership of CIPD. Need to be able to promote the various routes to membership and give impartial guidance on how an individual might access membership.

Education & Development Advisor

- Responsible for developing and maintaining relationships with the centres providing CIPD courses within the branch geographical area.

Professional Policy Adviser

- Provides an interface between the branch and the CIPD on all issues relating to the public policy agenda, thus raising the visibility of key strategic HR and HRD issues.
- Provides a written response on local views to the CIPD on all consultations.
- Co-ordinate the views of local practitioners on a range of professional knowledge areas.

Council Representative

Deputy Council Representative (x2)

- Individuals appointed need to attend council meetings. Must have experience, skills and capacity to exercise the decision making roles vested in Council, be able to contribute to discussions about strategic issues affecting the HR profession and the CIPD.

Please note that most of these roles require an individual to be a Chartered Member or Fellow of CIPD.

If you are interested in any of the above please contact [David James](mailto:djames@msdp.org.uk), Branch Chairman :

0151 228 0888 (w)
0151 722 2258 (h)
djames@msdp.org.uk



Branch & Special Interest Group Contacts

BRANCH

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CHESTER GROUP

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LIVERPOOL GROUP

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ISLE OF MAN GROUP

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NORTH WALES GROUP

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ST HELENS & WARRINGTON GROUP

CONTACT Cathy Blades 07947 817755 (m)
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CPD CONTACTS Cathy Blades 07947 817755 (m)

COACHING GROUP

CONTACT Andrew Newton 01244 330148 (w)
info@leadingmatters.co.uk (w)

It's good to talk - but are you talking the right language?

In our personal lives we value our relationships. Employers across the UK recognise they also need to work at the relationship with the employees too. After all they spend almost a third of their lives together.

Melanie MacNab, Managing Director of Enlighten, is the UK's leading specialist in Employee communications and a key speaker on Employer Reputation.

Over the past 25 years she has worked with employers delivering a unique strategic approach to employer/employee engagement.

Working with organisations across the UK and all sectors. Including; Metropolitan Police Service, AMEC, Provident Financial Group, Lancashire Constabulary, JD Williams, Beaverbrooks, the Royal Bank of Scotland Group and Allerdale BC.

The right strategy and delivering results in:

Melanie MacNab is offering CIPD Members a FREE consultation and review of their current employee communications strategy and communication tools between 12th January 2009 and 2nd March 2009.

For your free consultation contact Melanie MacNab direct on 07762 432099 or email melanie@enlightencommunications.co.uk

- A more inclusive, open and empowered culture
- A positive environment to work in
- More productive, better informed and engaged individuals
- Absence and sickness levels are reduced
- Existing talent shines and the employer attracts greater talent into the organisation
- A positive visible difference within the organisation

"For the past three years Melanie and her team has played an important role in the development and delivery of our employer communications strategy and material, thanks to her input it has not only evolved rapidly but is producing measurable results"
Helen Turner,
Provident Financial Group

ADVERTISING IN UPDATE

PAGE SPECIFICATIONS AS FOLLOWS:

Full page: 230 x 174 mm Full page £1000 + vat

1/2 page portrait: 230 x 84 mm

1/2 page landscape: 112 x 174 mm Half page £550 + vat

1/4 page 112 x 84 mm Quarter page £350 + vat

We do not publish advertorial copy (see advertisement costs per page which will apply).

INSERTS

Single page flyers will be inserted at £400 + vat. Inserts, over 90gsm will be £450 + vat. 2 sheet inserts, (4 sides) will be £800 + vat. There will also be a limit placed on the number of inserts allowed within each edition, therefore it will operate on a 1st come 1st served basis. Please ensure you book your insert or advertisement directly with the Editor who will confirm costs and deadlines.

Circulation currently stands at 4000+. We require you to provide 4500 copies of your insert. Delivery details will be confirmed by the Editor or Branch Administrator at the time of booking. Please note:- inserts and advertisements must arrive by the deadline to guarantee insertion. Editorial reserve the right to delay distribution to members if required.

Special prices for CIPD members

For a competitive quote and quick turn around on print, design and production of advertisements or inserts contact: Mel MacNab at Enlighten on Tel: 01625 855980 Fax:01625 856941 email: melanie@enlightencommunications.co.uk

Copy deadline: articles, contributions and bookings for inserts and advertisements must be received by Monday 16th February 2009.

Contact: Cathy Blades
E-mail: cblades@eef.org.uk
Tel: 07947 817755

Branch Website:

<http://www.cipd.co.uk/branch/merseyside>

Organisations or individuals wishing to write copy for the UPDATE must respect the following guidelines:

Articles must reflect research, novel approaches, best practice and be of sufficient depth to be of interest to our membership. Anything pitched at the subject area of the Professional Qualification Scheme (excluding option modules) is unlikely to warrant publication unless it meets the above criteria.

We require copy to be sent via e-mail or on disk, with hard copy back-up provided as Microsoft Word or text document. Company logos & images must be provided as Illustrator eps or Jpeg files.

Recommended Deadlines for articles

Monday 16th February 2009

Delivery to members

Friday 27th March 2009