



Talent Finders Update

August 2009



Hi Sandy, some news and helpful information from Talent Finders

It has been a busy year so far at Talent Finders so providing services has taken priority over newsletters, which is encouraging given the current economic climate. This time we include some insights into managing staff in tough times, an update on Sandy's participation in an international conference - hence the Canadian flag! - a quick look at interactive websites, and introduce a series of workshops coming up over the next few months. We hope things are faring well with you as we all look forward to warmer days as spring approaches.



Cam and Sandy

We've been working on:

- Strategy Implementation
- Recruitment
- Restructuring and merger advice
- Disciplinary advice and support
- Professional coaching
- Governance workshops

Redundancy and misconduct in recessionary times

Our increased redundancy work will not surprise anyone. Our experience is showing there is a positive aspect to current lay-offs, in that most employees do not see it as a personal attack but instead a rational employer response to reduced business. On the other-hand, the significant increase in disciplinary interviews has come as a surprise.

You might think during a recession employees would want to avoid any adverse attention. Perhaps it is a case of "idle hands are the devils tools" or simply a lack of focus? Another

Sandy a presenter at International Policy Governance Association (IPGA), Montreal

As part of our ongoing investment to provide quality service Sandy travelled to Montreal last month to speak at the IPGA annual conference. This was an excellent opportunity to meet others around the globe working with this model and to share our experiences from New Zealand. It was really encouraging to hear from the boards that have used the model for several years, reflecting the changes they have seen in, better role definitions, greater accountability to their ownership and of their CEO.



To speak, as part of a global panel on the growth of Policy Governance internationally, provided a fantastic opportunity to show case New Zealand developments and to identify how countries are supporting each other.

The positive impact that Policy Governance is having world wide, along with growing interest in NZ, has led us to develop a series of one day Policy Governance workshops which we will be rolling out during October. For board members and CEO's that have been looking at the model, these workshops provide a step towards full board implementation. Taking time to fully explore the model and how its principles positively impact on board functioning, can be a key first step before introducing it to the full board. Please see our [website](#) for more information and dates in various regions or give us a call on 03 3557760.

explanation may be that employers may have more time to detect previously overlooked misconduct? Whatever the reason we thought it timely to remind you of the importance to follow good disciplinary process [ERS guide](#) and to get advice early when managing misconduct. To reinforce this point here are two recent situations we have had to deal with:

- An employee who raised a grievance because they had not been advised they could bring a representative to a simple verbal warning meeting.
- Another employee, in response to receiving a letter to attend a disciplinary interview, quit claiming constructive dismissal via his lawyer.

Welcome to some new clients:

Aoraki PHO, DO, Christchurch PHO, CKL, Rural
Canterbury PHO

Interactive websites

We have recently been encouraged to try out [wordpress](#) to make our website more interactive and to encourage feedback and comments by clients and interested parties. We have decided to trial this especially to enable a forum for the [Policy Governance](#) section of our site; we welcome your comments and experiences.

One of the key tasks on returning from Montreal was to connect with the growing numbers in New Zealand using Policy Governance, or looking at using it. Currently there is no mechanism for doing this. Over time we may work alongside others to establish a New Zealand (and maybe Australiasian) association to support networking, until then this forum is an easy first step to connect those wanting to adopt best practice in Policy Governance.

Talent Finders Ltd provides comprehensive governance, human resource and management consulting services to help businesses and organisations achieve profitable results. The philosophy for Talent Finders is : "Finding it within: Bringing it in", which encompasses a key aspect of our services - getting the best from your people and helping you attract new talent to your business.

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