

January 2013

jml Training and Consultancy offers some exciting developments for your organization in 2013

A very Happy New Year to you.

At jml Training & Consultancy we have been preparing for the year ahead and want to let you know about some of our exciting developments for 2013.

We know from feedback that participants have highly valued the reflective and experiential aspects of our learning and development programmes, as well as the enabling approach of the facilitators that increased self-awareness and built participants' confidence to put new skills in to practice.

We have reviewed core aspects of our in-house programmes and have identified opportunities to continue to develop our range of experiential and skills based learning to improve personal effectiveness and in turn organisational performance and productivity.

Highlighted below are a number of Leadership Development workshops/interventions that we would like to recommend to you for 2013:

- Developing the Thoughtful Leader – building relationships, trust and engagement using emotional intelligence
- The Art of Communication – inspiring and motivating high performance
- Understanding Your Organisational Culture – helping or hindering effective leadership and performance
- Leading Empowerment – growing leadership at all levels to increase agility and effectiveness
- The Art of Teamwork – tapping the benefits of collaboration within and between teams
- Building Sustainable Change – recognising why change fails and how to lead and engage people with on-going change and innovation.

We would be delighted to talk to you about your organisation's development requirements and to explore how components of these workshops could be developed in line with those needs.

We will continue to create a learning environment that is both pragmatic and reflective and ensure that all programmes of learning and development are bespoke and respond to the specific requirements of each organisation with whom we work.

For further information about the range of services we provide please do have a look at our website www.jml-training.com or call us on 01494 488787. If you know of anyone who might be interested in hearing about our services, please do forward our details. We very much look forward to hearing from you . Gráinne Suter Director jml Training and Consultancy

Other Training & Business News

The company behind jml Training and Consultancy is not 100 yet, however we have been established over 34 years but did you know...



CIPD - The Chartered Institute of Personnel and Development which is the world's largest Chartered HR and development professional body is one hundred years old this year. In 1913 some extraordinary and enlightened people came together to form what is now the CIPD. Boots, Cadbury, Chivers and Rowntree were some of the original companies present at the first meeting of the Welfare Workers Association in June 1913. The meeting was chaired by well-known industrialist Seebohm Rowntree and there were 34 attendees of whom 29 were women.

Acas guidance will help ensure settlement agreements don't undermine good management practice, says CIPD As the Government publishes its response to the consultation on ending the employment relationship, the Chartered Institute of Personnel and Development (CIPD) welcomes the Government's decision to make it easier for small businesses to enter into settlement agreements with underperforming employees. It has pledged to work with Acas to ensure that guidance for employers on the procedures to follow before entering a settlement agreement offers effective protection for good management practice and promotes positive relationships in the workplace.



Equality and Human Rights Commission

The Equality and Human Rights

Commission has published Technical Guidance on the public sector equality duty for England, Wales and Scotland. The guidance provides an authoritative, comprehensive and technical guide to the detail of the law. The public sector equality duty was created by the Equality Act 2010, and replaces the race, disability

and gender equality duties. We have produced a suite of new Technical Guidance to provide practical approaches to complying with the public sector equality duty in England, Scotland and Wales.

Publishing equality information The Commission has published a report on how public authorities in England have met their legal requirement to publish equality information to prove they are providing equal opportunities and making fair decisions. The report reveals that only half of the public authorities assessed were responding fully to the requirements of the specific duty regulations under the public sector equality duty to publish equality information

Pre-employment health questions - Section 60 of the Equality Act 2010 makes it generally unlawful to ask job applicants questions about their health or disability before making a job offer. The Commission has published guidance for employers and job applicants on this issue. Alongside this, they have published research into current practices examining how well Section 60 is working in practice.



The Institute of Directors (IoD founded in 1903) - IoD forms global network of business leaders - The Institute of Directors (IoD) today announces the formation of the Global Network of Director Institutes (GNDI), an international partnership between nine leading membership organisations for company directors in Australia, Brazil, Canada, Europe, Malaysia, New Zealand, South Africa, the United Kingdom, and the United States.

At a December 12, 2012, meeting in Wellington, New Zealand, GNDI delegates approved terms of reference and elected leaders by unanimous vote. John Colvin, CEO and managing director of the Australian Institute of Company Directors (AICD), will serve as chairman; Stan Magidson, president and CEO of the Institute of Corporate Directors (ICD) in Canada, will serve as deputy chairman.

Gráinne Suter of jml Training is a member The Institute of Directors -IoD



Three Coaching Organisations Team up to Advance Coaching - The Association for Coaching (AC), the European Mentoring & Coaching Council (EMCC), and the International Coach Federation (ICF), have teamed up to create the Global Coaching & Mentoring Alliance designed to advance the professional coaching and mentoring industry. After years of working together, the three organisations have created a formal agreement that declares, "As a collective of global professional coaching and mentoring bodies we seek to build

alliances, a cooperative spirit, purpose and initiatives where we can partner to make a difference to the emerging profession and society as a whole.”

The Global Coaching & Mentoring Alliance met recently at the EMCC conference in Spain to finalize the agreement and begin moving plans forward. At the conference, they agreed to create a framework for the future, produce a unified industry agenda, determine how to reach critical stakeholders, and establish criteria for additional bodies joining the Alliance in the future. The Alliance is currently reviewing other professional coaching organisations to extend joining invitations.

Gráinne Suter of jml Training is a member of **The Association for Coaching**, **The International Coach Federation** and an Associate of **Scollar Associates**



Eversheds ranks in Stonewall’s Workplace

Equality Index Global law firm Eversheds has featured at number 52 in the Stonewall Workplace Equality Index 2013, an annual benchmark of the top 100 employers for lesbian, gay and bisexual (LGB) people in Britain, up 21 places compared with the firm’s position last year.

Stonewall is committed to ensuring that the Workplace Equality Index continues to challenge employers and promote leading-edge diversity practice. It is Britain's leading benchmark for employers to measure their efforts to tackle discrimination and create inclusive workplaces for LGB employees. Eversheds has placed in the Workplace Equality Index since 2009 and has continuously improved its position over the past five years. The firm is one of only eight law firms to be ranked in the listing.

New research reveals that university students place the development of employability skills at the very top of their shopping list

According to GTI Media Press Release of 17th January 2013 - New research on what students think about how their universities prepare them for working life was published today () by GTI Media Research. **Great Expectations** is based on a survey of more than 2,300 undergraduates conducted at the end of 2012 by GTI Media Research, part of Group GTI, Europe’s largest graduate careers specialists.

97% of students said that they fully expected their university to help them develop **employability skills** and over a third said that the university had **the main responsibility** for preparing them for work after graduation.

Usage of the careers service is growing and the careers service is now seen as **the main source of employer contacts** on campus. Satisfaction amongst users is high but a worrying 36% said that they had not used it because **they hadn’t got round to it or didn’t have enough time**.

Practical help on the job search process – CVs, applications, interviews – was valued highly and students also asked for advice specific to their degree courses or career aims.

It's a big challenge for universities to meet the desires of a more customer-like student body to receive (of course) a top-quality education while simultaneously giving them opportunities to develop skills, reflect on their learning, gain work experience and receive practical help in becoming a better job applicant. The careers service is clearly positioned centrally to help universities implement their employability strategy but must work hard to engage the unengaged student.

Great Expectations is published by GTI Media Research and is one of a series of national research reports planned for 2013. GTI Media is part of Group GTI, Europe's leading graduate careers media company, and publishes student information, advice and recruitment opportunities to students in the UK, Ireland, Germany and Switzerland mainly through the following brands: TARGETjobs, TARGETcourses, TARGETjobs Events, gradireland, postgradireland, staufenbiel and Absolventenkongress

N.B. This information has been taken from Press Releases from organizations listed and should not be relied on for accuracy and is presented here without the responsibility of jml Training and Consultancy and the website it is being displayed at 17-01-13

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