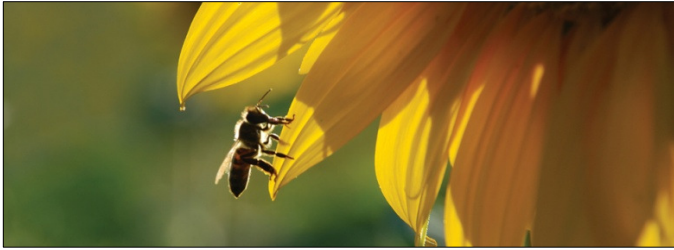


Newsletter

July 2010



Snapshots hit the mark

One of the things we've noticed over the years is that many of our clients use one aspect of the March Group, but have limited knowledge of what else we do. So we decided to demonstrate how proud we are of all the other ways we can help people's business.

This took the form of a Workshop at the end of April, where we provided snapshots of our work in areas like leadership, teams, coaching and resourcing. Participants from Oxford Playhouse, NDA Training, Skandia, ITT Interconnect Solutions/ITT Defence Ltd, 3i plc, Red Tiger Consultancy, Cubic Transportation Systems Ltd and Exeter Friendly Society all took part.

Participation was the name of the game

We wanted the day to be enjoyable and so it proved. Our discussion about the corporate values of the Mars Group seemed to be a particular highlight - or maybe it was just the free chocolates.

One of the ways we made the day memorable was by ensuring everyone was involved. Like all our work, we didn't just talk at people but encouraged participation. Whether it was by getting creative with an iron bar in our Team Building exercise or solving one of our participant's real-life business problems, this was certainly not a 'sit back and listen' type of event.



Not just enjoyable, but valuable

As well as being interactive and enjoyable this Workshop also had some clear client objectives. We wanted it to be informative and useful; to be developmental at a personal level; and to provide valuable knowledge that could be translated into business situations.

Did we succeed? Here's what Michelle Dickson from the Oxford Playhouse got out of the day:

"During the day talked about recruitment, and how helpful it is when organisations go the extra mile to think about the candidates' experience - putting them at their ease to get the best out of them in an interview. We often ask candidates to talk about any show they have seen, as we're keen to get a sense of their interest in theatre. After the Workshop we changed our process to invite all shortlisted candidates to see a performance at the Playhouse before their interview. As well as creating a level playing field for comparing responses, it also gives candidates a better idea of what we're like as an organisation, and whether we would be a good match for them and vice versa."



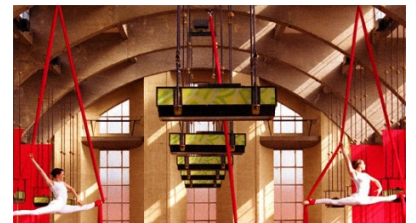
It's who you know

The Workshop also provided a valuable opportunity for networking. We're often asked by our clients who else we work with, so getting people from different industries together seemed like a great idea. Every break hummed with the sound of people swapping information and experiences.

All the feedback we have received told us that the day was thought provoking and enjoyable, with participants gaining valuable insights into new business areas. In fact, the Workshop was so successful we're planning to repeat it in early autumn (see Forthcoming Events).

Royal Horticultural Halls & Conference Centre

The Workshop was held at the RHS Conference Centre in Westminster. The RHS offers a range of venues to host events both in London and at each of the RHS Gardens. All the venues support the RHS, with profits being used to further the charity's goals, giving companies the chance to show they are socially and environmentally responsible, at a time when we all know how important this is. Go to www.horticultural-halls.co.uk for further information.

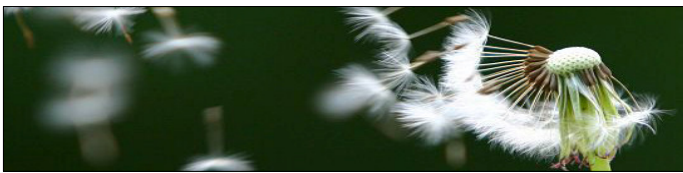


Going Global with BG Group

We have been working with BG Group, a world leader in natural gas, for over four years. During that time we've run over 100 workshops in their key Assets around the world.

Our latest assignment for BG found us in Kazakhstan training 32 managers in Recruitment and Selection Skills. We were working with BG's Ken Lynch, who we had previously trained to co-facilitate the programme.

Effective resourcing is vital to BG's success. This is because of the stiff competition for scarce skills between the global energy companies. To recruit and retain the finest talent BG not only need to know how to select the best candidates, but also how to make them feel great about working for the company. Our job is to help them learn these skills.



Taking it all in our stride

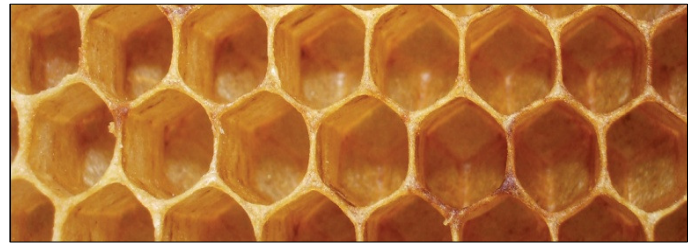
The project in Kazakhstan provided a fascinating glimpse into an extraordinary environment and culture, in what is the world's largest landlocked country. Peter Hawtin, our lead programme facilitator, described what it was like: "One of the greatest challenges was the temperature, ranging from -32°C outside to somewhere around 22°C inside every building. We were forever taking layers of clothes on and off. But whilst the environment was pretty bleak, with up to 9ft of snow, it was a great opportunity to experience a unique working culture, wonderful local food and very welcoming people."

Peter and Ken ran three one day Recruitment and Selection Skills Workshops over a four day period. The participants were from a multicultural and multinational group. The richness this brings is something we have particularly enjoyed about working on this project.

Different places, same results

A major part of our workshop is making the interviewer aware of their own natural inclination to make personal judgements. We attempt to get managers to challenge their own instincts. Why do they like / dislike a person? Is there a rational reason for it? Or is it because the interviewee reminds them of someone else? If they can be aware of this response they can make more objective decisions.

Our methods seem to work. The reason BG came to us over four years ago was to reduce the number of recruits leaving the company within three years of joining. Together we've improved this number by roughly 20% and it's getting better all the time.



Current Assignments

Sarah Davies is coaching a number of key individuals within a UK Care Homes provider. She is using a number of tools to develop individual insights and to aid the learning process. She has particularly been using Myers Briggs Type Indicator and Transactional Analysis both of which her 'coachees' have found eye opening yet practical.

Linda Henderson-Stainton is teaching the Creativity and Innovation module on the University of Exeter's Business School short programmes, Leadership and Change. Participants are both middle and senior managers from a wide range of public and private sector organisations, including a series of programmes specifically for HMF (Her Majesty's Armed Forces).

Forthcoming Events

Catching Your Breath: 23/27 Sept 2010, Coaching Retreat and Weekend Workshop for Harassed and Busy Professionals. Chateau de Fayolle in the Dordogne.

March Workshop: 19 Oct 2010, RHS Conference Centre, London.

Future Managers: 6 day programme targeted at those who have the desire and potential to progress to becoming a manager in the future. Practically focussed training relevant to the type of situations delegates will find themselves managing in the workplace.

Coaching Skills Development for Line Managers: 2 day workshop. Coaching skills are invaluable tools for all HR professionals as well as managers, contributing to the effectiveness of line managers and to good people management practice.

For further information about any of the above topics or other ways in which March Group could help you and your organisation, please contact:

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