

People Matters



Issue 28, June 2007

Changes at People Dynamics

It's a very exciting time for People Dynamics: We have relocated to new offices in St Kilda and our team has grown with our two new Account Managers. We would like to thank all our clients and business partners for the support during this time of growth.

New contact details

Please update your records if you haven't already with our new contact details. Please also note that our internet address has changed as well. Our website and email addresses are listed below:

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22 St Kilda Rd
St Kilda VIC 3182

T 03 9510 3740
F 03 9510 9206

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In recent issues we have focussed on appraisals and values. Both are important elements in managing performance, but how do you maintain motivation throughout your team?

As the "War of talent" intensifies, it is becoming increasingly important that organisations employ incentive and recognition tools.

Incentives

Incentives and rewards are aimed to achieve a particular outcome; however, research has shown that besides a competitive salary and rewarding incentives, other factors, such as variety and content of work, communication and feedback by managers and a company's culture are of great importance as well, meaning purpose and relationships are key.

Ensure your employees know where they are going in your business and understand their meaning and purpose of their role. JODs™ are ideal for this! Foster good working relationships by ensuring you keep good, clear communication and feedback happening with your employees through a documented appraisal process where they have a chance to self assess. This will help ensure values are "lived".

Please contact us for more information.

Do you have a question you would like answered? Let us know - your suggestions for topics are welcome.

If someone else in your business would be interested in People Matters let us know and we will forward a copy to them.

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