

NEW OFFICE ADDRESS REMINDER
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A very warm Apex welcome to Lianne

We welcomed yet another new team member a few weeks ago! Lianne has joined us as Team Admin to support the whole team and help keep us all playing to our strengths. In previous roles Lianne has used her motivation, great time management, organisational and communication skills across a wide range of tasks, projects and industries. Solid administration and great client relationships are a must at Apex and Lianne is proving she thrives on and loves both! A message from Lianne: "I am loving the teamwork at Apex. I have a kind and friendly approach and I look forward to chatting to you all and building new relationships. Outside of work I enjoy spending time with my daughter, eating out, learning to crochet and eating Terry's Chocolate Oranges!!"

Great quote from Simon Sinek who is real source of inspiration for us all at Apex.

Optimism is not the denial of the current state.

Optimism is the belief that the future is bright.

All of Simon's work just remains so relevant and his genuine connection with the needs of organisations and individuals is incredible. We've been enjoying and taking a lot from the latest set of Podcasts from Simon which covers such a wide range of topics that are truly people and human centred. We think there are some absolute nuggets of gold in the series.

<https://simonsinek.com/podcast>

Cancelled Diary Date

Bonfire Night on the Hoe has officially been cancelled due to COVID-19. The glittering waterfront spectacle, which usually sees thousands of visitors gather to enjoy the bonfire and firework display, has been cancelled due to the pandemic. With organised Bonfire Night displays unable to go ahead, the message from Plymouth City Council, Devon and Somerset Fire and Rescue Service and Devon and Cornwall Police is clear: put safety first this year.

Deputy leader of Plymouth City Council, Pete Smith said: "Sadly it simply isn't possible for us to host a safe Bonfire Night event this year as we couldn't ensure social distancing with the size of the crowds that normally head to Plymouth Hoe.

"We're fully intent on bringing back our spectacular event for everyone to enjoy in 2021, but this year we're encouraging you not to attempt your own celebrations at home – please put safety first. Stay safe, don't gather in groups of more than six and follow the public health guidelines. Together we will protect the NHS and help all those working hard in the emergency services."



They shall grow not old, as we that are left grow old: Age shall not weary them, nor the years condemn; At the going down of the sun, and in the morning, We will remember them.



Promoting and maintaining team mentality whilst your team is working remotely

With many teams working remotely due to the current situation we find ourselves in, it can cause people to feel disconnected and lacking that sense of belonging that often automatically occurs when everyone is in the office together. Some ways to promote that sense of team and belonging include:

- Regular (weekly) whole team catch ups – set aside an hour a week to come together on Zoom to create an opportunity for your team to share what they are working on and what they have been up to. These catch ups should vary in their structure and content – a mix of work and personal is good for building and maintaining relationships. Use this opportunity to thank your team for their hard work and celebrate achievements. Create a safe space for people to share any challenges they are currently facing so that they are not facing them alone. This is a fantastic opportunity for members of the team to support each other and share their suggestions.
- Regular one to one catch ups with individual team members - ensure you are keeping up to date with how your people are feeling and their workload. It's important to ensure each member of your team feels seen, heard, recognised and valued. This comes down to checking in with your people, listening to them, asking them questions around workload and wellbeing and ensuring it's clear that you care about how they are finding things. It's important to stay connected during a time where we are all physically isolated from each other.
- Virtual coffee breaks – invite your team to get together on Zoom to take a 15 minute coffee break. This can be a planned event every week on a particular day or an impromptu invite for later on that day. Share a cuppa and a catch up as these are really important moments for building connection and belonging but are lost when people are working remotely.
- Virtual office – you could invite the team to get together on Zoom for an hour once every couple of weeks not to have a structured meeting but just to have a shared experience of working together at the same time. This creates a situation for questions or conversation to organically occur if necessary without any pressure to converse, much like a conventional office environment.

Communication is key. Keep talking to your team and providing them with opportunities to talk to each other, share their thoughts, feelings and the work they have been doing and the work they have coming up. Remind your people that they are part of a team and their contribution is appreciated and valued. Recognise and thank your team for their efforts and remind them that you're all in this together!

Apex HR: By your side through one of the roughest years in business...

Many people in business have said 2020 has been the worst for a very long time. Others have even said that the financial crisis of 2008 doesn't compare to the impact the pandemic has had.

As a team Apex have supported day by day, week by week, month by month. We hope that our proactive approach to supplying the latest up to date information, advice & guidance, written in a simplified and user friendly way enabled difficult decisions to be made in a more rounded and human way. In all the support we have given we have encouraged consideration of the business alongside that of the teams who have also been affected.

In the last 8 months, we have supported with unfortunate forced decisions leading to redundancies. Alongside the unfortunate decisions many of you have had to make we have seen some positive emerge. We have heard about and seen for ourselves team members going above and beyond for their employers to help the best they can to keep the businesses afloat. People adapting from working in offices to working from home full-time, leaders changing their business models quickly in response to the pandemic and ever changing restrictions they faced. Adapting to what was deemed as normal work, business leaders and teams came together to support each other. Some of our clients had to adapt their models from store-based retail to retail online, where their sales and demand of products rocketed. Teams came off furlough to help with the influx of orders and managers and team members worked together to meet the demands of the business.

Apex were there every step of the way to support with their ideas, helping to lead their teams differently and encouraging a collaborative culture. Their approach towards their teams naturally resulted in a shift in cultures. Teams working closer together in times of challenge, more engagement, trust, autonomy and collaborative working between the leaders and their teams.

The Apex model of support and guidance was and continues to be very different to our competitors. We like to think of ourselves as part of your team, supporting decision in these challenging times. Thank you for your trust in us and your continued support of our business. We value you and are committed to continuing to deliver what you need when you need it.

STAY IN TOUCH



APEX HR



APEX HR LTD



We are here to support you with all your people and HR needs so don't hesitate to get in touch if you have a question.