

April 2021

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Did you know that 83% of disabilities develop during a person working life?

Disability can be visible or invisible and any form of disability can have a huge impact on a person's life. Sadly, all of this is sometimes further negatively compounded by the lack of understanding that the wider world has about disability. At Apex we are always looking for opportunities to improve our own understanding and widen the support and understanding we can bring to your business.

Sue Windley and the team at "Be Ready" employer hub work to support Devon based businesses. The focus is to help organisations understand and build on the benefits of employing and retaining people with disabilities and long term health conditions.

The hub has the right information at it's finger tips and also offers funded courses to help us all increase our knowledge and do better at getting it right. As a team we are looking forward to learning with Sue and her team upcoming course dates are on the website.

<https://www.readydevon.org.uk/>



Date for your diary - Webinar with Eric Lynn

Date for your diary Apex conversational webinar with Eric Lynn - Healthy Organisations 13th April via Zoom 5.30pm

Linkedin is a space that can bring about some great connections. Over recent months Kevin and Nicola have both been enjoying some interesting and stimulating conversation with author of Dancing with Change Eric Lynn.

Their conversations prompted the idea of hosting Eric on Zoom and inviting others to join the conversation. It was attended by people from around the world and posed some interesting questions for discussion.

We are doing this again on 13th April at 5.30pm and will be focusing on the health of our organisations.

Eric has a wealth of knowledge in this area and will share his experience of Cultivating Healthy Organisations. Join us delve and discover there is so much to learn and we would love to see you there.

Register here :

<https://www.eventbrite.co.uk/e/cultivating-a-healthy-organisation-tickets-145304731363>



Easter Events

With eased lockdown restrictions and the little ones being off school (again) in April for the Easter break, check out the below link for things to keep the little people occupied this Easter.

The link details booking information opening dates.

<https://devonwithkids.co.uk/things-to-do-in-devon-this-easter/>

Please follow us on social media



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We are here to support you with all your people and HR needs so dont hesitate to get in touch if you have a question.



Appreciating People For Who They Are

“You matter”.

Two simple words that can be so powerful.

Yet how often do we say this to people in workplaces?

More importantly, how often do we really mean it?

At Apex HR, we find holding regular ‘You Matter’ discussions with people is so beneficial. It is much more effective than the one to one or appraisal review processes we’ve seen and experienced over the years.

Too often formal appraisal and one to one systems end up being about the process and not the person. The humanity in the conversation is lost when it becomes about bureaucracy and paperwork.

You Matter discussions do exactly what the name suggests. They show through our actions that people really do matter. They are appreciated for who they are being, which is why they matter.

Having these kind of thoughtful conversations present an opportunity for us to really live our stated values. Every one of us likes to feel appreciated. By creating some space and time for regular simple conversations to show people ‘you matter’ we begin to change cultures for the better.

Sadly sometimes the first time organisations tell people they really matter is at the point they have decided to move on. It’s way too late then, we need to be intentional and tell and show people regularly that they matter. It can completely change people’s whole experience in their working lives.

The future of work is human.