THIS MONTH’S NEWS AND UPDATES:

OD Calendar of Events. Search for and book workshops here.

DATES FOR YOUR DIARIES:

April
Stress Awareness Month
27th April
Long Covid Webinar

EMBRACING HYBRID WORKING

For many of us, hybrid working is presenting some real challenges; from feeling disconnected from colleagues, siloed working and lower levels of trust. But hybrid working also brings new opportunities which can help teams be more inclusive and effective than ever before. These new ways of working will feel different for many of us, and will take some time to get used to.

This 30 minute online course ‘Leveraging virtual and hybrid teams for improved effectiveness’ on Linked In Learning provides a great introduction into the benefits of hybrid working, and includes practical tips and suggestions to improve team relationships, collaboration, accountability and development in our post-pandemic world.

You can find lots of useful advice and resources for hybrid working on the Organisation Development team pages.
Gathering feedback is a quick and easy way to gain valuable insights into how you are presenting yourself at work, and how you are being perceived by others. Only by reaching out and asking questions can we truly know what impact we are having in the workplace. Start by identifying three people who might have useful perspectives. These should be people you have worked closely with, and not just people you like! When asking for feedback, try to be directive. What aspect of your work or behaviour would you like feedback on?

Reflecting on your aspirations is also important when preparing for an appraisal. Only you can know where you want your career to take you, and unless you are clear on your destination you won’t be able to access the support you need to get there. Commit some time to thinking about the next 1-5 years – where do you want to get to? What skills do you need to develop?

If you’re a manager, leader or supervisor who will be holding appraisal conversations, you might want to refresh your coaching skills. This 30 minute online course on Linked In Learning, Coaching Skills for Leaders and Managers, provides a great overview of the benefits of coaching and covers the popular GROW coaching model. If you’re short on time, check out Chapter 3 on ‘coaching skills’ which gives tips for listening, giving feedback and goal-setting.

Keep an eye out for more guidance and resources to support you through the appraisal process on the relevant Organisation Development Team pages.

MEET OUR MENTAL HEALTH FIRST AIDERS

We have a growing network of Mental Health First Aiders at Sussex, who are trained to listen non-judgementally, provide support and reassurance to someone who is experiencing poor mental health and signpost to appropriate professional services. In order to give our MHFAiders more visibility, we have created a new webpage where you can find more information about who they are and how they can help. If you are struggling with your own mental health, or are concerned about a colleague and not sure how to support them, visit our new MHFAiders page to find someone to speak to.

You can also find lots of advice and resources on the Wellbeing Hub.