

Induction for HR Managers

More free support from EVH



supporting
social
employers



Has your organisation recently taken on a senior HR person - or has this type of role recently been assigned to an existing senior person?

If so - then you may find it helpful to take up offer to help with the induction programme.

EVH has a diverse member base and a huge variety of functions are performed within it. Of these functions though HR can often be the loneliest - with the "team" frequently consisting of one! Often the senior HR person may have had this role assigned to them along with their "normal" role, as thus may not be a specialist in the field (not necessarily a bad thing!).

However, at a senior level the responsibilities for: managing process of change; organisational development; and restructuring activities generally fall under the wing of the nominated HR person. Whether a "specialist" or not, none of these activities are straightforward and rarely can successful outcomes be achieved by pursuing a basic policy approach.

Those taking on such roles may find limited support locally both in terms of numbers of "HR" colleagues or in relevant technical know how within the organisation more generally.

So for new people/existing people taking on such senior roles, EVH is happy to play a key part in any induction programme by providing a structured opportunity to meet our team and find out what we do and any implications and opportunities this may have on dealing with local challenges.

This new service is entirely free of charge and in the process we will also debunk the old chestnut about there being no such thing as a free lunch.

Full details are set out overleaf.

DETAILS

Who is this aimed at?

Senior people who carry HR/OD roles - either newly appointed, or an existing person who has had this type of role added to their existing portfolio. Get yourself fit for purpose straight away! Our involvement in the induction programme is not really aimed at those performing personnel administration functions - we can offer different assistance to those staff.

What will be covered?

A flexible approach designed around you. But we will take a run through EVH resources and how these can be best applied in usefully supporting your work locally. We may also take time to think through how any of our central arrangements can impact upon local issues you are aiming to deal with. In the course of our discussions we may also be able to help you fine tune your own strategies - or suggest alternative approaches to the problem at hand.

You will get the chance to meet the EVH team and hear a (little) bit about what we all do and how we can help. And anything else you want to bounce off us. We don't really do "policies" in our time with you. Those looking to update rafts of people policies or develop some new ones should simply visit our website where all our model policies and information notes are readily to hand.

How much does this cost?

Nothing - it's free - no charge, and we will even treat you to a nice lunch.

How long does it take?

Typically a half-day spent with us in our office will be the norm. Morning or afternoon slots to suit you. Those coming from farther afield may want to make a full day of it. We are easy either way.

Can EVH come and do this on site at our place?

No.



Can I bring a colleague with me when I come to the EVH office?

Yes.

How do I arrange a slot?

Call the EVH office on 0141 352 7435 and ask to speak to one of the HR team. If we are not around we will call you back. Try and give us a couple of weeks notice so that we can meet your preferred date.

Is it all theory or can I discuss live issue when I come along?

Our programme is flexible and will be fitted round your particular needs. We will cover some standard stuff but are more than happy to spend the bulk of our time on issues that you want to talk about.

Is the opportunity to spend time with the EVH team a one-off or can I have another visit later?

You can have a repeat visit - but only if you behave yourself on the first one.



Cancellations: A cancellation charge of £50 will be incurred if the session is cancelled within 24 hours.

