

In October Nigel Wright hosted its HR networking breakfast in the Olivier Suite at the newly re-opened Theatre Royal in Newcastle. The event was attended by HR Directors and Senior HR Managers from some of the regions most well known organisations including John Lewis, Northern Rock, Port of Tyne, Newcastle Hospitals (NHS) and Arriva.

Susan Coulson, Director of People Management and Development at Home Group, presented to the guests on the role of culture in change management. One of the key points of discussion during the presentation was regarding the 'unwritten ground rules' that help form a cultural understanding and affinity between the employer and employees.

Fundamentally, it was agreed in the following debate, that any change agenda should ensure that all employees feel part of the process – as creating a culture of openness will ultimately boost morale and performance. Managers should also be confident in delivering difficult messages to employees to make sure that people issues are resolved effectively.

The event was well received by all attendees. As Carla O'May from 4 Housing Group explained "I enjoyed the session very much and found it thought provoking. It was great to focus on the OD aspect of my role for a while rather than the legislation change!"

We are always looking to improve the event and have regular guest speakers on topical issues. Please contact Sue O'Donovan if you would like to be involved – sue.odonovan@nigelwright.com

As well as our HR Forums, Sue O'Donovan hosts a number of networking events including sector focus HR lunches and HR Director Suppers.