

Dear,

Welcome to our Winter e-update. As 2011 draws to a close we wanted to keep you up to date with what we've been up to over the last few months. We also wanted to take this opportunity to thank you for your support this year. Our success has always echoed your success and we look forward to continuing to work with you for a number of years to come.

#### **TRUST WILL DRIVE PRODUCTIVITY....**

This is the conclusion of a new joint report published by Nigel Wright and Durham Business School. The report, which is based on an in-depth survey of over three hundred senior executives and managers, from a diverse range of businesses, suggests that building trust at all levels – organisational, managerial and within functional teams – can result in a multitude of positive outcomes for business.

Some of the specific benefits include: improved self esteem of employees, a reduction in levels of stress and in the inclination of employees to quit or to look for a new position.

The research surmised that in difficult economic climates, issues of trust are brought to the fore within organisations, as employees become increasingly concerned over job security and job prospects. The report argues that engendering trust in organisations is an important step to take in rebuilding the bridges that have perhaps been burned within organisations, in recent times.

The full report can be downloaded [here](#).

#### **EXECUTIVE INTERVIEW: LISA CHARLES JONES – LSL PROPERTY SERVICES**

In our latest executive interview we catch up with LSL's Group HR Director Lisa Charles Jones to talk about the outlook for the UK property sector as well her thoughts about the role of social media, pensions and other big trends in HR. Read the full interview [here](#).

#### **WHAT ARE YOU WORTH?**

It's that time of year again... As a company that is at the core of recruitment in the UK, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Please click on the link below to participate and support us in our annual salary survey. All responses are strictly anonymous and confidential. The results will be published at the end of February 2012.

To take part in our survey [please click here](#).

#### **NIGEL WRIGHT PARTNERS WITH CELS**

Nigel Wright is delighted to announce its exclusive partnership with Cels HealthConnect, a network for professionals and organisations working in the healthcare and life sciences sector; set up by the North East's Centre of Excellence for Life Sciences (Cels).

Nigel Wright will offer exclusive and tailored recruitment packages to HealthConnect members as well as contribute thought leadership articles to Cels HealthConnect Weekly Sector update. Over the next 12 months, Nigel Wright will also host a series of networking events for senior executives, managing directors and HR directors from the life science & healthcare sector.

Contact Lesley Nixon, Senior Consultant for Scientific Recruitment on 0191 269 0712 to discuss the recruitment package on offer.

### **NEW NETWORKING FORUM LAUNCHED**

In August the first Nigel Wright North East Food and Drink Manufacturers HR lunch took place at Bistro 21 in Durham. The event, which is attended by HR Managers from leading food and drink companies in the region, is the first of its kind.

The North East is home to various manufacturing sites for major global food and drink companies and the idea behind this event was to bring together key HR personnel to discuss their experiences and share best practises.

Companies represented at the lunch included Refresco, Tetley, KP Foods (United Biscuits), Daniel's Group, Walkers and Kavli - all of whom are globally owned businesses responsible for some of the most well known food and drink brands.

The topics of discussion focused on salaries, production challenges, culture and environment, trade unions and employment brand – the latter of which has been a particular area of focus for HR Managers at companies that have had an ownership change in recent times.

Rachel Ovington of KP Foods commented "Being part of the Food Manufacturers HR network provides a great opportunity to meet up with HR colleagues who encounter similar challenges in order to share experience, local knowledge and best practice to ensure that we all continue to develop within the North East HR community."

Nigel Wright Senior Consultant Sue O'Donovan noted that the intimate format of the lunch meant attendees were able to discuss challenges in a relaxed and informal setting and this is the intended arrangement for future events.

HR leaders in to the food and drink manufacturing sectors, interested in attending future networking events, can contact Nigel Wight at [hrevents@nigelwright.com](mailto:hrevents@nigelwright.com).

### **HR BREAKFASTS**

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.

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](mailto:sue.odonovan@nigelwright.com)

#### **ANOTHER BUSY QUARTER FOR BUILT ENVIRONMENT TEAM**

In September, Nigel Wright sponsored the annual RICS (Royal Institute of Chartered Surveyors) Matrics 5-a-side football tournament. RICS Matrics is a networking forum for students, trainees and all RICS members with less than 10 years post qualification experience. Eight teams from the region's leading consultancies took part and Nigel Wright's Beth Brierley-Jones was delighted to present Artis Consulting, with the winner's trophy.

In October, through its partnership with the Theatre Royal, Nigel Wright hosted a series of guided tours of the newly refurbished theatre. The Theatre Royal is one of only nine Grade 1 Listed theatres in England and is widely regarded as the UK's finest theatre building. Directors from the region's leading Built Environment companies, who attended the tour, enjoyed discussing and debating the complexities of Frank Matcham's classic 1901 Edwardian design and aligning it with 21st century technology and capabilities. *"Well done for organising such an informative and interesting tour with good facilities, hospitality provided and networking opportunities."* Richard Kelly, Clugstons.

Furthermore, as local committee members of The Association of Women in Property, Nigel Wright organised a theatre tour for WIP members. A future WIP event is planned for November with speaker Clare Rogers from Newcastle University, who is one of only four women to hold the Director of Estates position at a UK university.

If you are interested in attending any future Nigel Wright Built Environment or WIP events, please contact [beth.brierley-jones@nigelwright.com](mailto:beth.brierley-jones@nigelwright.com) or [sarah.glendinning@nigelwright.com](mailto:sarah.glendinning@nigelwright.com)

#### **GENDER DIVERSE BOARDS ESSENTIAL...SAYS CONSUMER SECTOR**

This is the clear message from our latest in-house research report [Gender Diversity on Corporate Boards: lessons form the consumer sector](#). The report, which is based on data collected from senior executives and board level employees at some of the world's biggest consumer companies, found that the sector is largely opposed to the prospect of imposed quotas from the EU.

The full report which includes a summary of other research conducted into this area and a suggested further reading list, can be downloaded [here](#).

#### **WORK FOR US**

Nigel Wright is hiring. Please contact us to discuss the opportunities we currently have in our business.

#### **CONTACT US**

If you would like to discuss any of the topics contained in this update in more detail or to discuss your recruitment requirements please contact us directly:

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