

Welcome to tonic4business

With so much uncertainty in today's turbulent business environment we thought it would be useful to keep you up to date on what's current in the world of good Business Leadership, HR practice, Employment Legislation and also what's new at tonic4business .

Business Leadership

Team Success

The ability of your management team to work effectively together is of key importance to the ongoing success of your business. Tonic4business can help assess the current effectiveness of your team and work with you and your team to develop a shared team purpose, clarifying team roles and establishing team objectives & measures. Team behaviour is also critical and rules of engagement are drawn up to build an open and involved environment. Core elements of Team Success:-

- Team Purpose
- Ground Rules
- Tasks / Objectives
- Measures of Success
- Effective Meetings
- Communication

If you are interested in optimising your team's performance please contact mary@tonic4business.ie, 051 852473 or 087 290 2013.

What's New?....

design4growth

It may seem a bit misguided to talk about Growth during a recession but now is the time when you really need to be considering the future of your business, where you are going and most importantly how are you going to get there.

Current thinking on Strategic Development- The Worlds top Business Strategists are emphasising the need for Strategic Planning and here are a few pointers for your Strategy Sessions:-

- Spend time Scenario Planning (What If)
- Make sure Key decision makers are involved.
- Identify Key Performance Indicators, set measures and monitor closely for issues and opportunities.
- Monitor performance of suppliers, customers & competitors.
- Set Long Term Targets and plan the strategies that will get you there.

At tonic4business we have developed a 4 step process to guide you through a Strategic Business and Organisation review.

For more information contact Mary Hanson, 051 852473, 087 290 2013 or email mary@tonic4business.ie

HR Practice & Employment Law *Survivor Syndrome*



This is the phenomenon which can happen to those employees who are left to run the ship when the job cuts have been made. Here are a some key steps to help you to deal with these real emotions and get your employees back on track and motivated.

- Planning - prior to any announcements regarding job loses you need to look ahead and consider what work will still need to be done when the cuts have been made (plan to take reduce or eliminate activities that do not add value).
- Communicate - with everyone in theorganisation - not just those who will be impacted.
- Ensure your selection or redundancy systems are fair, consistent and legally compliant.
- Share your vision for the future of the business and get the survivors involved in how efficiencies and improvements can be made.
- Equip your managers to deal with the change process.

tonic4business provide advice, guidance and training to companies undergoing restructuring initiatives from how to ensure legal compliance, to managing change and employee engagement. If you would like further information please contact Mary at tonic4business.