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Director at The HR Consultants | Helping leaders overcome their people chall...

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I've said it before and I'll say it again. Happy employees are essential for every successful business.

Because when your team is happy and enjoys coming to work, it means they feel respected, valued, and appreciated. So they will always give you their best.

And with the return to "normalcy," now is the perfect time to put your employees first.

Here's how:

- 📖 Have their back. Support them if they make an error and praise them for a job well done.
- 📖 Recognise hard work with rewards. Plan office parties, celebrate special occasions, etc.
- 📖 Make time for them with one-on-one chats and have an open-door policy
- 📖 Load up the kitchen with free snacks and drinks (it's been shown to improve employee happiness.)
- 📖 Don't micromanage!
- 📖 Be kind. Niceness goes a hell of a long way at work.

What are some of your favourite ways to boost office morale? Let me know in the comments!

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**6 Tips for how to keep  
your employees happy**

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Let's face it.

Being an employer can be hard.

And one of the biggest challenges that businesses face is people challenges. Like how to deal with poor performance, what to do when colleagues are butting heads, how to handle employees that are ALWAYS off sick.

And when you're the boss, it's down to you to handle these situations. I know. Not much fun. But it's not just handling them, it's HOW you handle them that can make all the difference.

My advice is to always be as open as possible. You can't be afraid to have difficult conversations with your team. Sometimes they are absolutely necessary. Communication is one of the most important elements in creating a happy and thriving workplace. So always be open, honest, and clear with your team. No matter how tricky the challenge might be.

And if you need help with how to handle challenges in the workplace, send me a message.

[#leadership](#) [#hr](#) [#communication](#) [#people](#)



**How to handle people challenges  
when you're the boss**

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In an ideal workplace, communication between teammates would be friendly, open, professional, and harmonious. Everyone would know what they were doing, what their colleagues were up to, and how their work was all contributing to the end goal.

High-performing teams (and companies) are built on effective communication.

But not every workplace is a literal nirvana of efficiency!

So, if your team need a little help, here are my top tips to improve communication and have a happier and more productive company:

- 👤 Be clear about everyone's individual tasks and responsibilities
- 👤 Have regular team catch-ups so everyone is aware of the current situation
- 👤 Plan regular fun activities such as team-building to boost communication
- 👤 Have an open-door policy. Keeping the doors of communication open is vital
- 👤 Implement anonymous surveys and discuss any concerns in a team meeting. People will be more open if they know their opinions are anonymous

And if you need a little more guidance about personality clashes getting in the way of effective communication in the office - I've written a blog just for that. Check the link in the comments.

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**5 top tips**  
**to improve team communication**

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As we're all still getting used to the "new norm" when it comes to work - whether that's fully remote working, back in the office full-time, or some kind of hybrid, could now be the right time to finally start looking at a 4 day week?

Sound nuts?

Hear me out.

According to recent studies, a 4 day week can lead to happier and more committed employees. Employees are less likely to be stressed or take sick leave. And, as a result, they perform better.

Microsoft Japan tested this out and saw productivity rise by 40%!

Some other benefits?

- 👤 More equality. A 4 day week would allow those who cannot commit to full-time work because of childcare more opportunities
- 👤 A smaller carbon footprint - less commuting and less energy used by office buildings.
- 👤 Improving the work/life balance
- 👤 Easier to attract and retain top talent
- 👤 Reduce overall costs including rent, electricity, water, etc

As the pandemic has transformed the way we work, now could be the perfect time to consider a 4-day working week. What do you think? Let me know below.

[#productivity](#) [#energy](#) [#work](#) [#worklifebalance](#)

**Should we commit  
to a 4-day working week?**

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Whoo-hoo!

You've found the PERFECT candidate for that role you've been recruiting for.

But, before your new hire can get started, you need to actually offer them the role - and pray they want to accept it! When making a job offer, I always like to remember 3 important things.

📅 Time is of the essence! You have no idea how many roles your candidate is going for. You need to snap them up quickly. There's no time for games when you've found your perfect match.

📅 Get your candidate excited about their new role. You want them to be itching to get started before they've even left the interview room. Tell them the amazing things about the role, the company, the benefits (hello Taco Tuesdays) their potential future, etc.

📅 Communicate throughout their notice period. Keep up communication with them and stay in touch during their notice period. Let them know any exciting company news and updates, and show your enthusiasm for them to start.

Need a little help with your interview skills? Drop me a message and let's chat them through.

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