

## WME Pulse Extra E bulletin

3<sup>rd</sup> August 2020 (Issue 11)

Welcome to the 11<sup>th</sup> edition of our e bulletin, The Pulse Extra.

The last month has seen a surge of activity for WME as we move into the reset phase of Covid-19. With further government instructions on returning to work we are, like many of you, managing the tensions between recognising that we need to step up to working physically whilst acknowledging that Corona Virus has not gone and we still need to have the safety of our staff at the forefront of what we do. We have also reflected on the impact of Covid 19 on our delivery and the work we have done, and have updated our infographic to share our story with you.

From the WME Leadership Team

### Updated Covid 19 infographic



## HR Support – Covid19 update

Following changes to quarantine requirements on returning from Spain and self-isolation following a negative Covid test we have updated our guidance and FAQs in these two key areas. You can find all our Covid 19 support and the updated guidance on our dedicated site [here](#)

## Website Launch

Late July saw the official launch of our new branding and website. We hope the new brand modernises and refreshes our look, whilst retaining the ethos which is important to us all at WME through our #IHEART values. If you have not yet taken the opportunity to visit the new website, you can check it out [here](#). The site is still a work in progress, and as we move forward with developments in phase 2 we will be introducing a member only access area, chat forum and events booking system. In the meantime we would love to hear your feedback so let us know what you think at [info@wmemployers.org.uk](mailto:info@wmemployers.org.uk)

## Our regions view – making a difference to home working

In a collaboration with the University of Birmingham and the University of Kent we are taking part in an important piece of research to help us understand the impact of the COVID-19 pandemic and the lockdown on working patterns and attitudes to flexible working which West Midlands Employers are supporting. More specifically, the research aims to look at how changes in work patterns including extensive working from home has influenced trust, employee behaviours, and attitudes to homeworking and flexible working for the future.

We are grateful to the councils who are taking part in the research, this data will be important for us and WME to help councils to better support homeworking and managers (those with supervisory roles) of homeworking staff in the future.

The findings from the survey will help inform government and company policies to improve productivity, work-life balance and employee well-being. There will also be a general anonymised report from the research, which you will be able to access. Please see the project information page <http://wafproject.org/wfhemployers/>.

## Exit Cap Payments - your guide to understanding the new rules.

On 21<sup>st</sup> July the government announced it will be moving ahead with secondary legislation to enact the Restriction of Exit Payments Regulations (2019) – a mechanism by which HM Treasury will limit the amount of payments which can be made to a public body employee on leaving employment. You can link to the [guidance](#) published by the government and the [consultation feedback](#). WME's overview and legal opinion are a member only benefit, so if you have not received our paper on this important piece of legislation please contact us on [info@wmemployers.org.uk](mailto:info@wmemployers.org.uk) to check your membership status.

We will be discussing the impact of the exit cap at our AGM on XXXX

## Promoting the incredible work of our Local Government Heroes

Our #everydayheroes campaign has been featured in a recent edition of the MJ – our work on changing the perceptions of careers in Local Government and showcasing how our work

helps people and improves the quality of life for many, not just during the pandemic but every day. You can read the full MJ article [here](#).

Since the last e bulletin we have profiled [Ella Smith](#) from Stafford Borough, [Sharon Howarth](#) from Coventry Registrars service and [Dave Barber](#) from Warwick BC.

You can listen to all the latest press coverage on the campaign [here](#)

## Getting ready to lead the way

Outlined here are some updates on new offers from our Leadership and OD services as we know so many of you are looking at how best to support and develop your workforce. In summary we have outlined the key courses and programmes available and will provide another update soon so please watch out for that!

### Leading and Managing in a Virtual World

#### \*Making Virtual Working Work – A Masterclass

WME Associate Catherine Pugh is a Business Psychologist. Her masterclass, Making Virtual Working Work is rooted in academic research on remote working. Catherine captures the barriers that remote working presents and offers tangible solutions to overcome those barriers. Catherine takes participants through the trust model which looks at the key elements of building trust when remote working.

We have sold a number of inhouse programmes and are now providing an **OPEN Programme** due to requests from authorities. The first open programme starts **14<sup>th</sup> October 2020** [click here](#) to read more and book places.

#### \*Human Conversations – A Masterclass

WME Associate Louis Collins has a PhD in Psychology and his masterclass is comes from a psychological perspective on human conversations. Often there is a risk of disconnecting with the human side when connecting with our team as we are working at a faster pace than ever before. His masterclass helps managers become self-aware of their own obstacles and provides techniques to break down those barriers and create effective connection. It also builds confidence in managers when they have to hold more complex conversations, but with the right approach this can be achieved successfully.

We have sold a number of inhouse programmes and are now providing an **OPEN Programme** due to requests from authorities. The first open programme starts **22<sup>nd</sup> October 2020** [click here](#) to read more and book places.

### Management Development Programmes

Opening new opportunities for managers and senior leaders to develop their leadership skills and behaviours is critical now more than ever with the level of change and reform within the local government sector. The need to lead beyond their authority is becoming more and more paramount, where partnership and collaborative working across the sector is so important, as we have seen as a result of the pandemic.

Our partnership with **Common Purpose**, is helping to support the above, through their Emerging and Senior Leaders Programmes, open to local government participants as well as private sector organisations.

### **These programmes help participants in;**

- \* Being able to lead more diverse teams, or work with diverse customers and stakeholders.
- \* Develop greater understanding on leadership and cultural intelligence.
- \* Use experiential learning to help participants digest their learning, explore their own culture and

values and translate this learning into changed leadership behaviours.

\* Developing wider networks to help make an impact in organisations and communities.

Details of the programmes and how you can access them are below;

**\*Emerging Leaders Programme, starts 3rd September** - click [here](#) for details

**\*Senior Leaders Programme, starts 4th November** – click [here](#) for details

### **Management Development Programme – Coming Soon!**

\*Our **NEW Aware Future Leaders** programme will be running its first open programme in September. A personal development programme tailored to grow tomorrow's senior leaders **AWARE** focuses on five modules reflecting some of the key qualities required of modern high performing managers - APPRECIATIVE, **WISE**, **ACTIVE**, **RESILIENT**, and **EMOTIONALLY INTELLIGENT**.

## **Taking action on inclusion**

Some of you may have read recent articles in our [The Pulse July 2020](#) newsletter around the very current subject of inclusion and diversity. We are pleased to confirm that Arif Sain and Elaine Clough have joined WME as associates working on a piece of insight work to understand the inclusion picture in our region, the differences and similarities across all the LAs we serve, the views and voices of our workforce and the data which supports that, examples of best practice and a roadmap to improvement. Arif and Elaine will contact your council over the coming weeks to start the process with you, arranging focus groups and talking to key stakeholders to start to build up a comprehensive picture of the West Midlands. The resulting insights report and recommendations will help you action plan your inclusion agenda, and will help us here at WME to support you in the work.

### **WME here for you when you need us!**

Do let us know if there is any specific support you need that we can help you with:

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Click here to read our latest wider WME Newsletter [The Pulse July 2020](#)