

Ugly Pickles: Turning Imperfection into Deliciousness

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Good afternoon, My name is Bogdan Draghici, Student ID 2027588. Today I am going to present the training needs presentation for an HR Officer at Ugly Pickles CIC.

The Ugly Pickles

The Ugly Pickles showcases the beauty in imperfection and promotes sustainability. It can attract like-minded customers and job candidates.

- Community Interest Company
- For the Community not for shareholders
- Reducing waste
- Sustainability
- Inclusion



A Community Interest Company (CIC) is a type of business structure in the United Kingdom that was introduced in 2005 to provide a legal form for social enterprises. CICs are a form of a limited company, but with a social purpose, and are regulated by the CIC Regulator.

CICs are a valid legal structure for businesses that are driven by social or environmental goals, and that want to ensure that their profits are reinvested in the community. (gov.uk, 2023)

The main purpose of a CIC is to provide benefit to the community, rather than to maximize profits for its shareholders. CICs have to reinvest their profits into the business or the community, rather than distributing them as dividends to shareholders.

Ugly Pickles is focused on upscaling the value of the tonnes of vegetables that are discarded every year without even reaching the shelves, and also the immense number of disabled people that are often overlooked.

Required Knowledge for an HR Officer

Our pickles may not look perfect, but they taste delicious and are sustainably made with locally sourced ingredients. Join our HR team today!

- Understanding of HR practices
- Knowledge of employment law
- Familiarity with the organisational culture
- Understanding of HR technologies
- Safeguarding
- Microbiology



HR officers require a combination of soft skills and technical skills to effectively manage the human resources of an organization. They must be able to balance the needs of employees with the needs of the organization and ensure that the organization complies with employment laws and regulations.

An HR Officer must have an understanding of HR practices, principles, and processes such as recruitment, performance management, good knowledge of employment law, data protection, and health and safety regulations, and in this company's case an HR Officer should have strong knowledge in adult safeguarding because the company collaborates with vulnerable people from the community.

Fermentation is a process that not only helps preserve food but is also used to create new food products from non-food biomass (Teng et al., 2021).

This is a mandatory and ongoing training program at Ugly Pickles, every member and employee is learning how fermentation works, the types of bacteria, and the benefits of this process. In doing this, the company is involving its staff and promotes innovation, and curiosity, continuously developing new sustainable foods and reducing waste.

Skills of an HR Officer

At Ugly Pickles, we embrace delicious imperfection and sustainability. Our pickles are made from locally-sourced, organic produce and our packaging is 100% recyclable.

- Time Management
 - Analytical and problem solving
 - Attention to detail
 - Conflict resolution
 - Computer and technology literacy
 - Training and development opportunities
- (McCartney et al., 2021).



Communication skills, including the ability to communicate effectively with employees, managers, and external stakeholders.

Active listening skills, to understand employee concerns and issues.

Strong interpersonal skills, including the ability to build relationships with employees and managers, and work effectively as part of a team.

Time management and organization skills, to manage multiple tasks and deadlines effectively.

Analytical and problem-solving skills, to identify issues and develop effective solutions.

Attention to detail, to ensure accuracy and completeness of HR records and documentation.

Conflict resolution skills, to manage and resolve employee disputes effectively.

Training and development skills, to develop and deliver effective training programs to employees.

Behaviour of an HR Officer

- Integrity and ethics
- Professionalism
- Customer service orientation
- Flexibility and adaptability
- Continuous learning
- Innovation and creativity



Integrity and ethics, to maintain confidentiality and handle sensitive information with discretion.

Empathy and respect, to understand and appreciate employee concerns and needs.

Professionalism, to maintain a high level of professionalism and integrity in all HR activities.

Customer service orientation, to provide excellent service to employees and managers.

Flexibility and adaptability, to respond to changing HR needs and priorities.

Innovation and creativity, to develop new and effective HR practices and solutions.

Continuous learning and improvement, to stay up-to-date on HR trends and best practices.

Overall, an HR officer requires a combination of knowledge, skills, and behaviors to effectively manage the human resources of an organization, and provide support to employees and managers.

Traits



Sensitive

Ethical

Empathetic

Composed

Self-Reliant

Creative

Flexible

Open-minded

To find out what motivates people, their dominant traits, and their learning and leadership styles, Ugly Pickles implemented an assessment system conducted during the recruitment process so they will know what position is better suited for each candidate. This system allows the HR Officers to identify, design and update their training courses so the attitude change process goes smoother and quicker.

After taking those tests, I found out that I have a visual learning style, and my team role can be Researcher, Strategist, Technical specialist, or Quality Control. One test that impressed me was the MBTI Test or Myers-Briggs Type Indicator, a personality assessment tool used to evaluate an individual's psychological preferences in how they perceive the world and make decisions. The MBTI is based on the theories of swiss psychiatrist Carl Jung and was developed by a mother-daughter team, Isabel Myers and Katharine Briggs, in the 1940s(Cohen et al., 2013). The results taught me that I am a blend between Introvert and Extrovert but prefer the first.

SWOT Analysis



Strengths

- Idealism
- Vision
- Introspection

Weaknesses

- Time Management
- Subjective
- Verbal communication

Opportunities

- Employee engagement
- Talent Development
- Diversity and inclusion

Threats

- Focusing on values
- Disregarding authority
- Diversity and inclusion

Using these tools helped me to build a constructive SWOT analysis related to the position of HR Officer for Ugly Pickles. This company values imperfection and is using modern tools to change the attitude of its members. My strengths are Idealism, Vision, and Introspection meaning that I work calmly, reflecting upon my ideas for making the world a better place, and having a meaningful life that brings something beneficial to society. Verbal communication is a weakness for me, as sometimes I find it difficult to express my thoughts to others, however, I find it easier to express myself in writing. Time Management is another weakness, as I often tend to procrastinate until the last moment thus creating frustration for others. Another thing that I must avoid is prioritizing subjective concerns.

Benefits of development as an HR Officer at Ugly Pickles

- Improved skills and knowledge
- Sustainable productivity
- Better employee engagement
- Human Resource development



Training and development program is usually designed to optimize an individual's performance (Beqiri and Mazreku, 2020).

Therefore, with effective development and training, I will enhance my knowledge and skills which can further positively impact my performance while working as an Ugly Pickle member.

It will further motivate me to perform more effectively, reach my full potential, and evolve as a better professional and human.

Conclusion

- Goal Achieved
- Impact on the Community
- Change the mindset



Doing this presentation helped me to understand myself, and to move a step further toward achieving my goal.

Starting this social enterprise is going to be challenging, but it will bring a change and positively impact the community and the environment.

Also, it will change the mindset of people that are struggling to find a meaningful job.

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