

MANAGING PEOPLE
LCBB5004
ASSESSMENT 1-INDIVIDUAL
PRESENTATION

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WHAT IS MANAGING PEOPLE?

An illustration featuring a group of stylized business professionals in the background. A large blue gear is positioned at the top center, with a person's hand reaching up to touch it. The scene is set against a light blue background with a subtle pattern of dots. In the bottom right corner, there are several black diagonal lines.

Effective people management is a required skill for existing and potential leaders seeking to enhance workplace communication and prepare staff for success. Examining your people management abilities may help you identify your strengths and places for growth.

A top-down view of a person's legs and feet on a wooden floor. The person is wearing blue jeans and white socks with black polka dots. They are sitting on the floor, surrounded by various papers, a laptop, and a cat. The cat is a brown and black tabby, lying down on the left side of the frame. The papers are scattered around the person, some with charts and graphs. The laptop is open in front of the person, and their hands are visible on the keyboard. The overall scene suggests a home office or a workspace where the person is working from home.

FLEXIBLE WORKING IN RELATION TO DIVERSITY AND INCLUSION AT WORK

Throughout the Covid-19 epidemic, many have lauded the benefits of working from home, but an unexpected benefit has arisen in recent months: flexible work models are assisting organisations in hiring more diverse applicants.

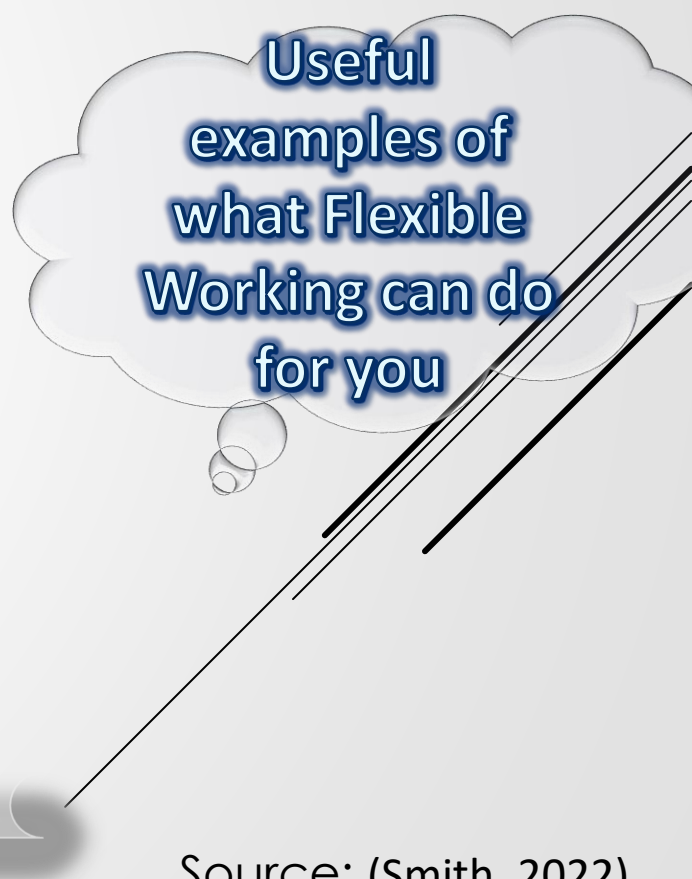
Flexible work rules enable firms to extend their potential talent pool while also improving the work experience for their current workers of colour, hence increasing retention and overall culture.

Source: (Smith, 2022)

Which Professionals Can Benefit from Using Flexible Working?

In a nutshell, anybody looking for a job that allows for some degree of freedom in their time and location, whether it remote, work-from-home, hybrid, part-time, freelancing, or scheduling.

- ✓ People who want to work remotely part-time or full-time.
 - ✓ Part-time job seekers (on-site or remote).
 - ✓ Freelancers seeking work.
- ✓ Commuters who wish to cut down Flexibility-seeking parents with kids and households
- ✓ Someone seeking a second career that uses their abilities and knowledge professionally.
- ✓ Rural or local residents who can't get a career-related employment without moving.
 - ✓ People with health concerns require flexible or remote employment.
 - ✓ As above, health caretakers.
 - ✓ Retirees seeking to work and make money.
- ✓ Military spouses who need to work remotely in case they're re-stationed.
 - ✓ Flexible schedule seekers.
- ✓ And everyone else who wants a work that matches their life, not vice versa.



Useful
examples of
what Flexible
Working can do
for you

Source: (Smith, 2022)

What is diversity?

Inclusion, involvement, and recognition of the unique needs of people with different social, economic, cultural, and racial origins, genders, impairments, sexual orientations, faiths, and other characteristics are all part of diversity. Workforce diversity may provide companies a competitive advantage.

What is inclusion?

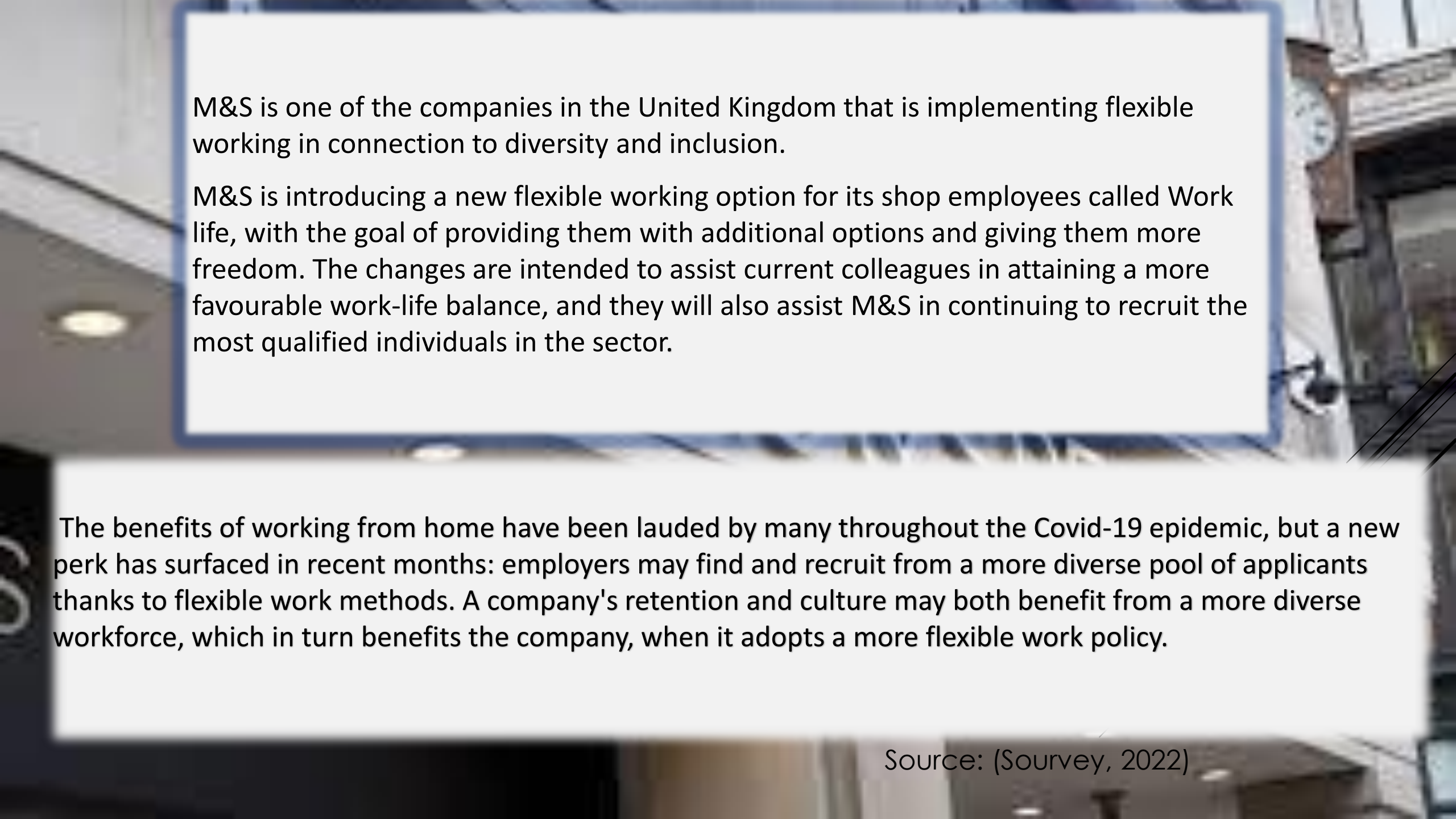
The process of fostering an atmosphere where people or members of groups, regardless of their history, identity, or impairments, feel accepted, heard, respected, supported, and able to realise their full potential. To learn more about how we can assist you with diversity and inclusion at your organisation, speak with a member of our professional and pleasant staff.

Source:(Daley, 2022)

Employees are more likely to feel like they belong in a community that embraces diversity and welcomes all people. When workers have a better sense of community at their place of employment, they have a tendency to work harder and smarter, resulting in higher-quality output. As a consequence of this, businesses who use D&I techniques find enormous benefits in the form of improved business outcomes, inventiveness, and decision-making

Advantages of implementing diversity and inclusion initiatives at work

- A larger pool of potential employees
- Improved morale and confidence among workers
- New ideas and points of view
- Improved decision-making
- Getting better results
- More money and better business results



M&S is one of the companies in the United Kingdom that is implementing flexible working in connection to diversity and inclusion.

M&S is introducing a new flexible working option for its shop employees called Work life, with the goal of providing them with additional options and giving them more freedom. The changes are intended to assist current colleagues in attaining a more favourable work-life balance, and they will also assist M&S in continuing to recruit the most qualified individuals in the sector.

The benefits of working from home have been lauded by many throughout the Covid-19 epidemic, but a new perk has surfaced in recent months: employers may find and recruit from a more diverse pool of applicants thanks to flexible work methods. A company's retention and culture may both benefit from a more diverse workforce, which in turn benefits the company, when it adopts a more flexible work policy.

Source: (Sourvey, 2022)

They are the first national store to show they support for the 10,000 Black Interns project, which was created to address the problem of a lack of representation of black talent in the workforce. They have capitalised on the success of these initiatives by establishing own Early Careers programmes, which are aimed at attracting and cultivating a broad pool of talent at an early age.

The 30% Club is a key component of they overall strategy to assist maximise the diversity of experiences, perspectives, and qualifications of future leaders. They opened up the programme to all under-represented groups in 2021/2022 when became participants in the new "Mission Include" initiative that year. They have a record amount of people apply for the programme, and of those who were accepted, sixty percent are members of an ethnic minority, and thirty percent have some kind of handicap or health problem.

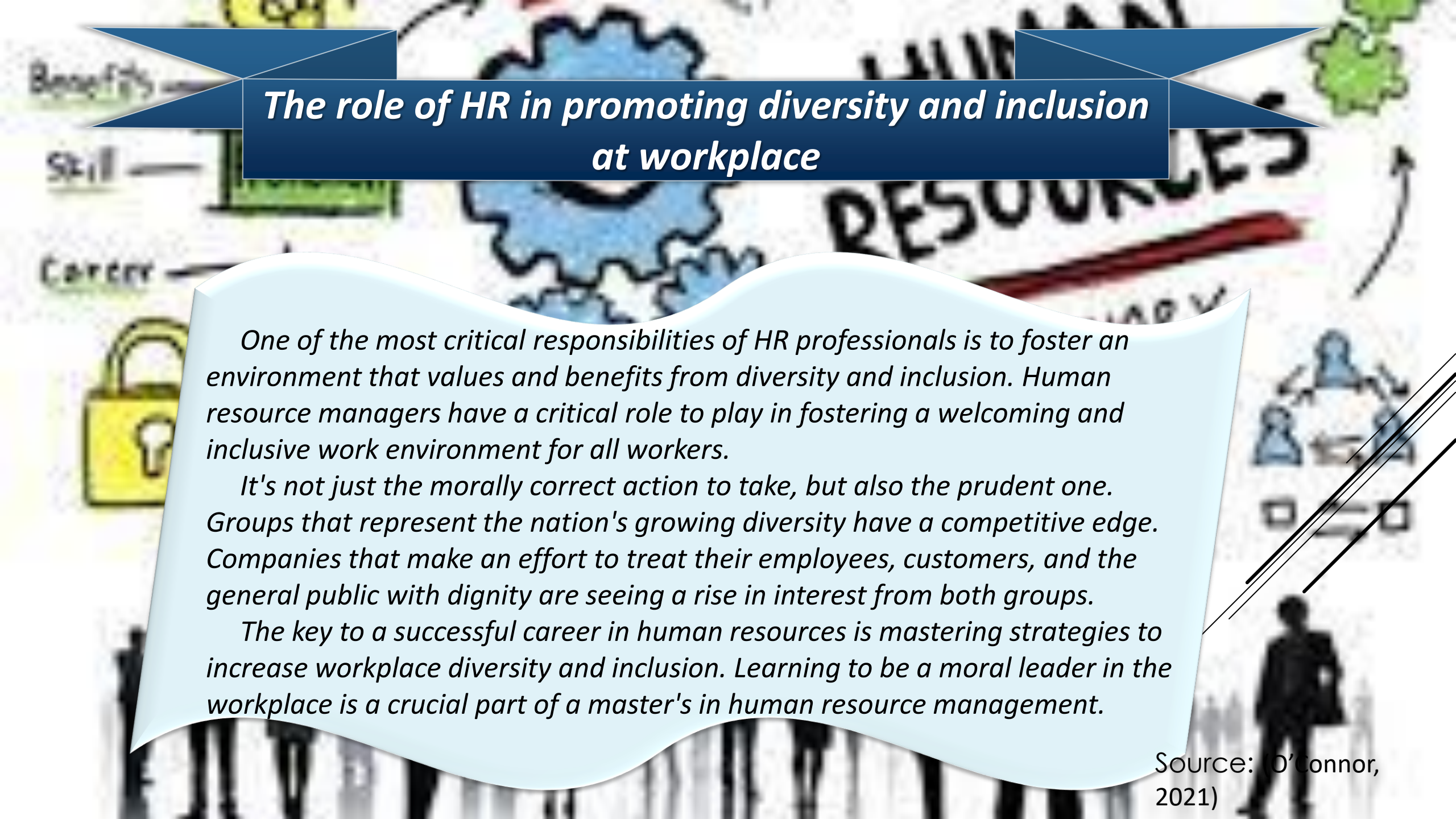
Source: (Sourvey, 2022)

Human resources should serve as a leader and advocate for an inclusive working environment. It is critical for a department that serves the rest of the organisation to push these policies that will help it find the talented and diverse employees it needs to grow. As a result of HR's efforts to create a welcoming workplace for all workers, the company is able to attract and hire from a more diverse pool of applicants. Agreeing, Innovation argues that HR and People teams play a crucial role in encouraging the rest of the company to start thinking about new chances may provide for increasing diversity and inclusion.

The Role of HR in promoting Diversity and Inclusion in the workplace

I believe there are just minor levers we can pull to push the organisation to think in the correct manner, and to be a bit more transparent, in an era when HR is becoming more talent-focused and active in the recruiting process.

Having the appropriate people and procedures in place is essential for any organisation to succeed, and this is something HR leaders must play.

The background is a collage of various human resources-related terms and icons. At the top, the word 'HUMAN' is partially visible. Below it, 'RESOURCES' is written in large, bold, black letters. To the left, the words 'Benefits', 'Skill', and 'Career' are listed vertically. There are also icons of a yellow padlock, a blue gear, and a group of stylized human figures. A red arrow points from the right towards the center. The title is centered in a dark blue banner with white text.

The role of HR in promoting diversity and inclusion at workplace

One of the most critical responsibilities of HR professionals is to foster an environment that values and benefits from diversity and inclusion. Human resource managers have a critical role to play in fostering a welcoming and inclusive work environment for all workers.

It's not just the morally correct action to take, but also the prudent one. Groups that represent the nation's growing diversity have a competitive edge. Companies that make an effort to treat their employees, customers, and the general public with dignity are seeing a rise in interest from both groups.

The key to a successful career in human resources is mastering strategies to increase workplace diversity and inclusion. Learning to be a moral leader in the workplace is a crucial part of a master's in human resource management.

Source: O'Connor,
2021)

Thank
you



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