

Ideas and the current economic climate

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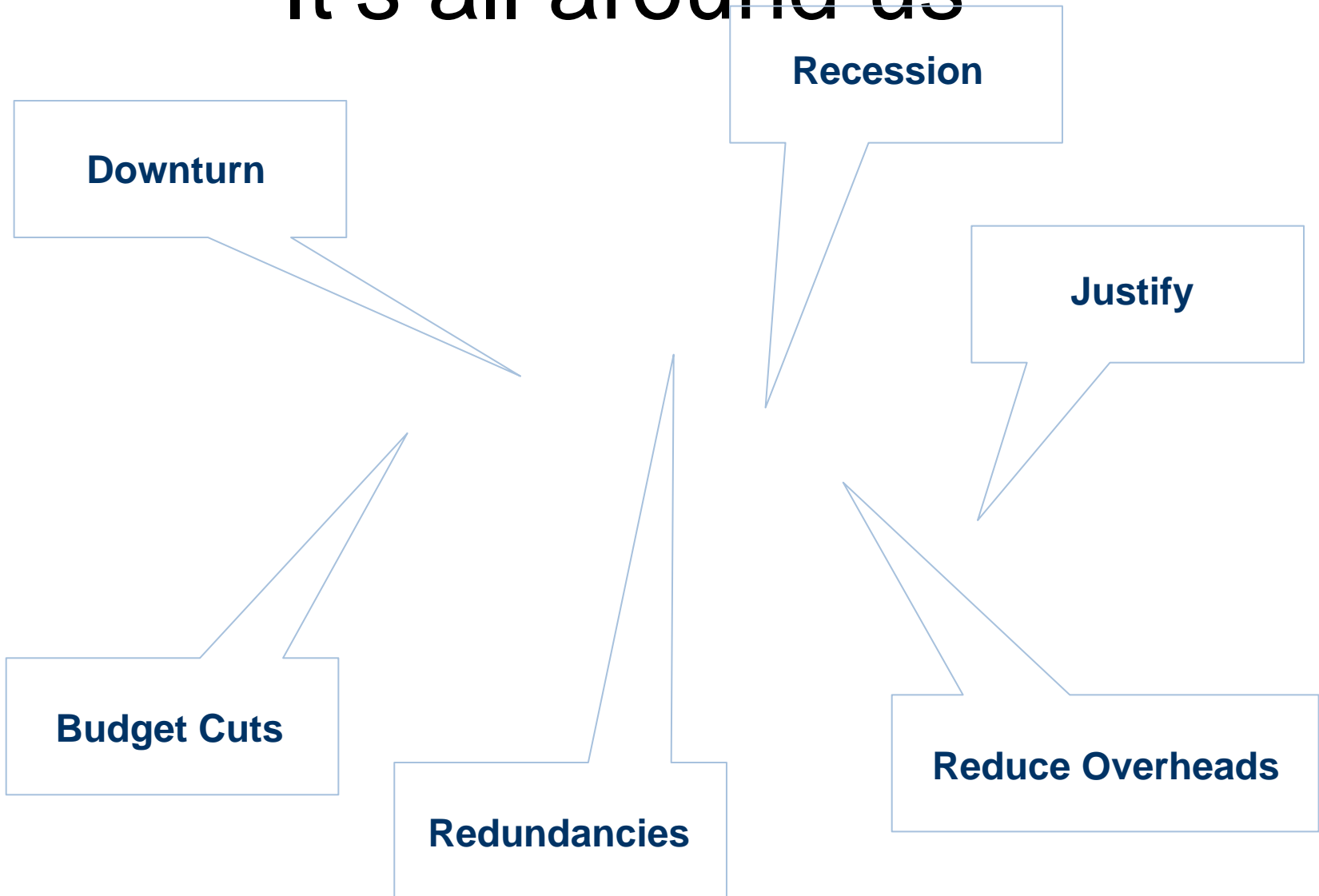
What will I learn today?

- A bit about me
- Reinforcing the role of the ideas scheme
- Showing your ideas scheme as a business benefit
- Call outs – Sharing knowledge
- Positive action
- Questions

A bit about me

- 28 years - Centrica (British Gas)
 - Customer Service roles, Call Centre Manager, Customer Relations Manager, HR Project Manager, **Suggestion Scheme Manager**, Communications Manager, HR Manager, HR Business Partner
- 18 months - Thales (Aerospace Division)
 - HR Business Partner
- Working with BU Directors to improve business performance through people
 - Coaching of line managers, Performance and Absence Management, Employee Engagement, Recruitment, Grievance and Disciplinary matters
- 6 years - Involvement with IdeasUK
 - Committee member, Treasurer

It's all around us



Reinforcing the role of the ideas scheme

- Self-funding
 - Tangible benefits
 - Return on investments/Savings generated by ideas/Improved efficiency
 - Intangible benefits
 - Feel-good factors/Employee Engagement
- Show your ideas scheme is part of the business strategy
 - Business targets/Business objectives
- Risk
 - What if it was closed down?
 - Morale
 - Employee engagement
 - Business initiatives

Show your Ideas Scheme is a business Benefit

- Careful management of budgets
 - Being able to account for every penny
 - Review reward structure
- Link with employee engagement/involvement
 - Employee survey results
 - Ideas scheme participant survey
- Savings/Efficiencies
 - What benefits has the scheme delivered in the last 12 months
 - Where has the business improved as a result of implemented ideas
- Internal recognition
 - Do you need to 'jack this up' to compensate for lower financial rewards
- External recognition
 - Make sure you are making the most of opportunities available to tell others about your company's successes

What can we practically do – Sharing Knowledge?

Call out some ideas on how you could get over
any hurdles presented by your organisation

Positive Action

- **Play to the politics of the organisation**
 - **Gaining support from senior sponsors/leaders**
 - **Talk cash/efficiencies/employee engagement**
- **Tighten up on your cash management**
 - **You may have to give a little on the budget**
 - **Use local schools/colleges for new ideas and design**
 - **Review your recognition rewards – cash v non-cash**
- **Link your ideas scheme to business factors**
 - **Maintain participation rates by understanding the current issues in your business**
 - **Run targeted campaigns to support initiatives**
 - **Weight your rewards to encourage specific ideas**

Positive action - IdeasUK membership

- Use your IdeasUK membership to find out how other ideas scheme practitioners are handling the effects of the economic climate
- Attend networking events wherever possible
- Participate in the annual IdeasUK survey and use the data to help you review your rewards and recognition

Questions?

