



***“Creating Environments Where People and Teams Thrive”***

At the heart of everything we do at Dorothy McKinney Ltd is helping you with “*Creating Environments Where People and Teams Thrive*” in your organisation. We believe that when you achieve this everything else becomes easy.

**How we work with you**

We undertake the difficult people management issues for you and implement proactive strategies to ensure that your team are skilled to manage these situations in the future and that your people are aligned to your business.

**Results and outcomes you can expect**

- The investigation report stood up to the test of an internal appeal process and an Employment Tribunal.
- People are now working much better together,
- There is now a perception of fairness at the organisation,
- Increased confidence to advisors
- Better structured and improved meetings
- Efficiency savings identified and money saved

**What areas we cover**

CASE MANAGEMENT	CONSULTANCY & REPORTING	SUPPORT FOR MANAGERS	WORKSHOPS
			
Undertake Investigations, Mediations, Complaints, and Advise & Support on other aspects of case management	Support you as a Strategic Business Partner in a range of Connect What People ways to do to Business Values and Purpose	Coaching support for your Managers to understand & undertake their role in managing conflict & people management in the workplace	Undertake a range of workshops to support your managers to manage people more effectively
<b>IMPACT</b>	<b>IMPACT</b>	<b>IMPACT</b>	<b>IMPACT</b>
<ul style="list-style-type: none"> <li>✓ Reduce conflict</li> <li>✓ Reduction in time spent on resolving issues</li> <li>✓ Retain business reputation</li> </ul>	<ul style="list-style-type: none"> <li>✓ Improve individual and business performance,</li> <li>✓ Reduce time spent on workplace &amp; client conflict</li> <li>✓ Increase in staff engagement</li> </ul>	<ul style="list-style-type: none"> <li>✓ More confident people managers</li> <li>✓ Managers proactively taking responsibility for managing difficult situations</li> <li>✓ Improve individual and business performance</li> </ul>	<ul style="list-style-type: none"> <li>✓ More confident people managers.</li> <li>✓ People issues managed proactively and effectively</li> <li>✓ Saving time and resources</li> <li>✓ Increased staff engagement</li> </ul>

If you would like to resolve difficult situations in your organisation so you and your team can get back to work contact us now.

***We offer members a free consultation relating to all areas of our work***

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