

WELCOME

From the Chair, Ben Williams

Welcome to our March newsletter.

Alongside the rest of the country, much of the last month has been spent planning how to navigate the various challenges caused by COVID-19, including ways to continue with our forthcoming programme of events. By now you will have received correspondence detailing our plan to conduct all face to face events online until the end of May, although we will update you mid-April should anything change.



To reiterate the sentiment that is being echoed across the world 'We are in this together!' and so we are working hard to ensure that we are doing everything we can to support you through this unprecedented time, including the introduction of a fantastic new initiative called 'ABP Virtual Tea.' Members will come together for a weekly online catch up session, where they will debate and discuss a series of topics presented by different members of the community. Our content editor and podcast interviewer Lisa Kramer has also shared her thoughts in a fascinating new post on the **ABP website**, on what from a business psychological perspective are the main things that we should consider in this type of crisis.

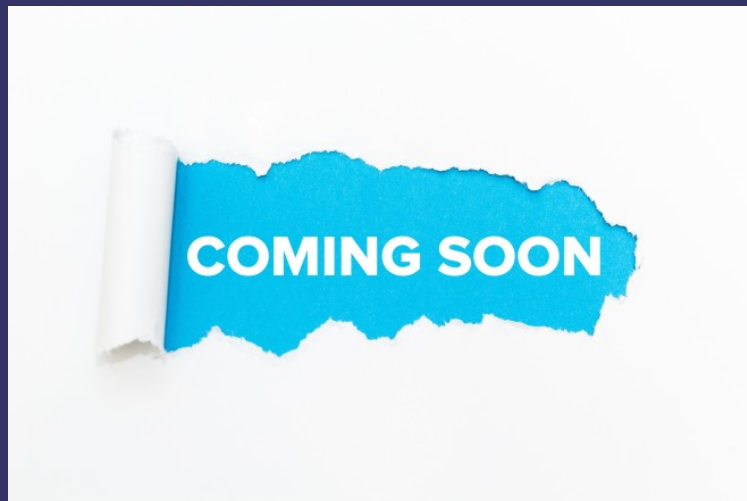
Over the coming months as we continue to adapt to this new normal, we urge members to keep in touch and drop us an email at admin@theabp.org.uk to find out what support ABP can give you as a membership body.

Thanks,

Ben

What are the main things we need to remember in this time of crisis?

Coronavirus (COVID-19) is having a significant impact on our daily lives, at work and at home. Measures have been announced by the government to seek to slow down the spread of this virus and it is essential that we all take action to protect ourselves and those around us during these challenging times. Whilst the health and wellbeing of our colleagues is of paramount importance, we also want our businesses to survive, so from a business psychological perspective, what are the main things we would do well to consider in this type of crisis? Lisa Kramer (our content editor and podcast interviewer) has shared some of her thoughts on this topic in a fascinating post on the [ABP website](#) but we'd be delighted to hear your thoughts as well. If you want to take part in the discussion, please leave a comment on the [LinkedIn post](#) or email admin@theabp.org.uk.



ABP Conference 2020

We would like to thank everyone for sharing their thoughts and recommendations on the topics for this year's conference. Please stay tuned for future updates.

ABP Virtual Afternoon Tea

ABP Virtual Tea



The ABP has long discussed the idea of facilitating online meetings, and the strange times in which we are now living have helped to push this agenda item to the fore! We'd like to facilitate the ABP community to come together and support each other and are proposing you block out an hour on each Friday at 2.30 to join us with a cup of tea (or coffee!)

Prepare to challenge and ask questions. We will invite different members of our community to share 5 – 10 minutes of insight, but the value will be in you asking questions, offering challenges and alternative perspective.

We don't want this to be a talk at you session – but a way to facilitate discussion amongst us all.

We have no doubt this will evolve and develop, but part of that evolution is to ask and learn from you. We could offer book review sessions, bring an idea to the table sessions, review my proposal sessions etc.

To help kick things off, for our first session next week, we've invited one of our members - [Maggie Evans](#) to join us to help fuel a discussion about home and flexible working and trust. We're interested in your experience, your views on how this epidemic will shape (or accelerate) many of the changes we anticipate being made.

Instructions are to:

1. Register (so we have some idea of numbers and interest- link below)
2. Bring your tea (or coffee) to your own table next Friday.
3. Click on the link we send those who register
4. Bring your brain, your sense of humour and engage with your fellow members.

We'd also like to take this opportunity to ask you for your thoughts on what sort of topics you'd like us to discuss and as well as ideas for what you think the ABP could do to support and help members for the foreseeable future. Please email lucy.standing@theabp.org.uk your suggestions. Naturally, it will be completely free to ABP members to attend.

Webinars



The ABP is launching two great webinar series to support you during these months: first, a series to support you in developing webinar content for your clients, called **Designing and Delivering Successful Webinars**. The programme which will launch on the 7th May, will equip you with the basic knowledge and tools to create online learning experiences through the ever-popular webinar format.

This will then be followed by Huma Khan's (SalesPsych Ltd) series on **Sales Skills for Psychologists** which will launch on the 29th May. This programme will equip members with foundational sales skills, such as negotiating prices, developing leads and how to expand your business.

For further information please [click here](#).



Special Notes for Corporate Members

Please note that given the current situation we are doing all we can to restructure the member benefits in a way that satisfies new working arrangements and accessibility. A Corporate Membership newsletter will be sent out in due course, which will provide details of any changes to our events and training, alongside specialist content created to reflect the challenges that we are facing, including information on the following areas:

1. Cultural and behavioural change management related to new ways of working. People vs Process vs Technology and how we generate the biggest value in organisations.
2. Workplace Consulting – flexible working and behavioural requirements around workplace changes, the individual vs the collective behavioural requirements for workplace effectiveness.
3. Collaborative Working – the mind set and requirements around real collaboration given flexible working, remote working, inherent psychological trust between employees and the employer.

If you have any questions on the topics above, do not hesitate to get in touch by emailing us on admin@theabp.org.uk or by contacting Nicky Thompson, (Board Member – Corporate Membership) on nicky.thompson@theabp.org.uk.



Case Study on Managing Mental Health in the Workplace - Event Report

On the 17th March Claire Lish HR Director for the Pepper Group hosted the March meeting of the ABP, which due to the prevailing health emergency was held for the first time as a webinar. Claire argued that investing to maintain a healthy workforce pays for itself many times over, but it must be carefully nurtured and "Nudged" using micro steps to achieve a succession of milestones. During the session Claire detailed the variety of initiatives that the Pepper Group has adopted to deliver a more ethical approach, build their HR function and ultimately create a better way to engage with staff by opening a narrative across a number of key points, including goal setting, self-



April Speaker Event - "Nudging" Social Mobility by enabling Wider Upskilling Investment

Tuesday 21st April will see Neil Morrison; the HR Director from Severn Trent Water conduct our much-anticipated April Speaker event online.

During the session Neil will give an overview of how certain practical and engineering skills are in short supply, due to the fact that young to mid-career people are fearful that specialised skills will become outdated over the course of their career and that retraining will not always be guaranteed. He will also discuss the wider need for organisations to be smarter at talent management in the manufacturing and engineering sectors and detail how this has been

discovery, educating and informing. Initiatives that would change the face of the business with incalculable long-term benefits. This has been a 4 year journey for the group, which started with an employee demonstrating an acute mental health problem resulting in self harm, who once the emergency services had made their remarkable contribution, the organisation decided to do all it could to return him to normal health. It then led them to address the subject of sickness absence and mental health, which was having an adverse impact on the business. The Pepper Group is recognised in the Financial Services sector as a beacon of excellence amongst peers.

The ABP should like to extend its gratitude to Claire for preparing and delivering the presentation under the exceptional circumstances and when she clearly had many other pressing issues to handle.

For the full event report [click here.](#)

achieved at Severn Trent, what it means for Business Psychologists, and how HR and Business Psychologists could create powerful partnerships in other organisations to effect positive change.

Neil has enjoyed an extremely successful career having started his working life as a lecturer in psychology, before moving into the commercial environment with a variety of roles at FTSE 100 organisations. Passionate about recruitment and talent management, Neil has his **own blog** and also writes for a number of trade and generalist publications.

An expert in his field, Neil is a compelling and engaging speaker and this interactive session will be of interest to the entire membership body.

To book your space for this event [click here.](#)

To see all upcoming events the ABP will be hosting, please visit our [website.](#)

ABP Jobs Board



The ABP website carries the latest in Business Psychology vacancies.

Principal Consultant - PCL

PCL is a research-driven, solution-focused business psychology consultancy with over 25 years' psychometric assessment experience. They are currently searching for a full time Principal Consultant to manage their key client relationships, lead consultancy projects and manage significant client accounts. The successful candidate will be expected to be able to use their professional expertise and judgement to identify and apply the best assessment solutions for their clients. So, if you have a strong commercial focus and a proven track record of winning business, then this could be the perfect role for you. For further information and to apply [**click here**](#).

Placing your vacancy on the ABP Jobs Board will enable you to reach a wide audience of business psychology professionals and students. Job posts are placed on the website for 8 weeks, whilst at the same time being included in our monthly newsletter and regularly promoted on our Twitter feed.

To post your vacancy to the ABP Jobs Board please email a WORD document and a logo file to [**jobs.board@theabp.org.uk**](mailto:jobs.board@theabp.org.uk). Once payment is made, your listing will be posted and will stay live for 8 weeks unless otherwise instructed.

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