



Businesses Given Cure For Toxic Management Costing UK £24 Billion

Hampshire and Berkshire managers turned out in force last week to discover from executive mentor Lynda Cant how to avoid conflict at work which is said to cost British business a staggering £24 billion a year due to poor productivity, low morale and stress related illness. Executive mentor and conflict resolution specialist Lynda Cant (at the front of the attached photograph) hosted two lunch time seminars at Worting House, Basingstoke for 35 women professionals to help them gain confidence to handle difficult conversations and most importantly keep their relationships working.

The taster sessions to launch a series of Autumn workshops was oversubscribed and attended by companies and organisations including the Hampshire Probation Centre, Basingstoke & Bracknell Council, the MOD, the NHS, Simmons and Sons, Tenon Group, Sun Microsystems, BNP Paribas, Liaise Loddon, honeysuckle, The Essential Oil Company, and Enterprise Solutions.

Lynda Cant, who is an expert in trouble shooting people issues and formerly HR Director for Arjo Wiggins Appleton in Basingstoke understands the importance of employees knowing how to resolve and deal with conflict confidently and reducing “toxic energy” considered a barrier to change. “Conflict at work costs British businesses £24bn each year in poor productivity, low morale and stress related illness according to a recent report from my professional institute, the Chartered Institute of Personnel Development (CIPD). I believe that one of the keys to solving the majority of people issues and conflict in the workplace is employees knowing how to have a difficult conversation.” Convinced that women are natural peace makers, she has mapped out simple techniques to build on their strengths, especially useful when speaking to employees about poor performance, attitude or delivering bad news. “Women tend to avoid a tough conversation as they are worried about breaking the relationship or upsetting the other person. If they can deal with these situations well it can really help to propel their career and create a better atmosphere for all,” she said.

Attendee Annie Noble, Director of Basingstoke based Enterprise Solutions, who also runs many multi-cultural charitable events in the area, enjoyed the presentation and opportunity to network. “There was a passion in the presentation and I got the very strong sense that if you want to go somewhere in your personal career this is the organisation you need to link up with because they want it as much as you want it,” she said.

Similarly an HR Director Pam Dobson who attended said “The seminar was especially useful as a practical tool that can be applied to many conversations to get the best outcomes. We have many situations where we have to be the voice for the vulnerable children and adults that we care for and represent at Liaise Loddon residential homes.”

Lynda is passionate about helping women to succeed in their career development and supports companies to plug the brain drain and retain top female executive talent. The new leadership workshops this Autumn are designed to fast track careers and boost confidence in the workplace at a time when women are finding it increasingly attractive to leave corporate life and run their own businesses.

Lynda's company, Lead at Work, is offering 4 FREE workshop places worth over £500 each for women who are not offered training at work but need a career boost.

"I have already had approaches from charities as well as multi-cultural groups who find it hard to have their voices heard. I am keen to hear from more women as I spread the word about untapped leadership potential," she said.

Lynda also invites anyone to access a FREE copy of her compelling new management e-handbook, titled 3 ½ simple steps to Handling a Difficult Conversation available from www.leadatwork.com

Autumn Events Programme:

Workshops will be held from Wednesday October 7 at stately Worting House, Church Lane, Basingstoke, Hampshire. They are titled:

- **Become a more effective leader on Wednesday October 7**
- **Solve your Toughest People Issues on Wednesday October 14**
- **Get Noticed Turn Adversity into Opportunity on Tuesday November 3**
- **How to Handle Difficult Conversations with Integrity on Tuesday November 10**

About Lynda Cant

Lynda has over 20 years experience in people management in highly competitive, commercial and changing environments. She has been a board director of a market leading paper merchant business, part of FTSE 100 company with annual revenues of over £1.5bn. She is experienced in mentoring, trouble shooting people issues, pay and staff retention. She has worked around the world with clients such as Gazeley and BAA. She is a Fellow of the Chartered Institute of Personnel Development, has a Masters Degree in Human Resource Management and is a Master Practitioner and Trainer in Neuro Linguistic Programming (NLP)

Ends Date of issue 29 September 2009

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To find out more about the courses see www.leadatwork.com