



Institute of Management Services

The home of Productivity Professionals

December 2021 Newsletter



MERRY CHRISTMAS
and
HAPPY NEW YEAR

November Council Meeting Report

At the Institute's meeting of trustees held on 5th November, the following officers were appointed to the respective positions:

President: Colin Coulson– Thomas
Chairman: Andrew Muir
Deputy Chairman: David Blanchflower
Treasurer: Andrew Muir
Company Secretary: Mostyn Lewis
Membership: Richard Taylor
Education: Ian Bromley
Media: David Blanchflower



The Institute reported that it was financially sound. Income from training activities increased and more companies sent participants to IMS courses. The new Institute administration provider, Cygnul, is providing an efficient service to the membership and demonstrating a solid grasp of the Institute's administrative procedures.



The next Council Meeting will
be on Friday 28th January
2022

**Institute of Management Services
Administration**

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Winter Journal

Is available on the IMS Website:

www.ims-productivity.com



2022 Work Trends

We can expect the workplace in 2022 to follow the trend of 2021, as we transition from a post-covid world.

Employers have been forced to adjust how, when, and where they expect work to be performed by employees in response to the pandemic, so that they can retain existing talent and attract new workers.

In the midst of all of this, a common theme being seen at many workplaces, especially in the office environment, is that people power performance. Employers are now utilising quantifiable data to provide their employees with what they need to thrive, and ultimately, how they can be most productive.

We can also expect that job advertisements in 2022 will be different because of the pandemic, as well as social justice movements we've seen around the world. Advertisements are likely to place greater emphasis on companies' diversity, equity and inclusion efforts. Companies' CSR or Triple Bottom Line will also become more relevant as people become more ethical and conscious of their surroundings, with the Glasgow Climate Cop26 Summit bringing this issue front and centre.



VW Strive For Better Productivity

Tesla's Gigafactory, set to open in Berlin this December, will put increasing pressure on Volkswagen to boost productivity in order to compete with the US car giant. In light of this, combined with the global semiconductor crisis, VW continues to struggle to match Tesla's output and has announced plans to build a new plant near their Wolfsburg headquarters. VW have said that at it's new plant they are aiming to lessen their production time for the Trinity model to 10 hours per vehicle, similar to that of Tesla for their respective Model 3.

VW is reducing personnel as a result of the increased rollout of electric vehicles, which are less complicated to build.

The opening of Tesla's first European factory near Berlin has set the company on the path to becoming Europe's leading car producer. Moreover, they have wasted no time in pursuing expansion elsewhere, as they have filed a planning application for a Gigafactory in Coventry, England. Warwick District Council and Coventry City Council will decide on the application in the coming months. (Source: CNBC, 2021).

VW Chief Executive Herbert Diess said that the new Tesla site was setting a benchmark in terms of productivity, speed and lean management. But the necessity to stay in competition means the transition to building electric vehicles will be slower.



Dear Santa, Can I Have More Workers This Year?

Business across the country is nearing normality as the Office for National Statistics (ONS) reports that there were record numbers of job vacancies in the three months to August. It is likely that this number will rise even more as the holiday season approaches, especially in the hospitality sector. This is because people will want to celebrate New Years Eve and increase their spending. In their analysis, the ONS revealed that hospitality businesses are more than twice as likely to experience difficulty filling vacancies than other industries. The full article can be found here: <https://www.bbc.co.uk/news/business-58543554>

In response to chronic labour shortages, many big companies in the UK are offering substantial bonuses to recruit new employees. The Adzuna job search site highlighted 1300 positions with Christmas bonuses. The companies listed included Tesco, Amazon, and DPD. There is also the continuing shortage of lorry drivers.

One thing for certain is that on many companies' wish lists this year will be a request for new employees.



Business Leaders' Productivity Concerns

A recent survey conducted by Agility in Mind revealed widespread concern about productivity from leading business decision makers with a hybrid working model in place. Findings show that over half (51%) of UK business decision makers are concerned about productivity in the workplace. The findings, published in the new *How to grow* playbook by Agility in Mind, surveyed UK business leaders about their main concerns as we move forward in the pandemic, they found that:

- 3 in 5 business leaders believe it will be considerably more difficult to engage with their employees
- 29% of these same leaders did not know how to determine new initiatives that might tackle the issue of engagement and collaboration.
- 27% said that they simply lacked the time to pursue such initiatives

Andrew Jones, CEO of Agility in Mind, commented: *"Businesses have faced unprecedented challenges throughout each stage of the pandemic culminating in an inability to plan and a cautiousness in how they plan for the future. Productivity concerns are unsurprising given the uncertainty that has plagued the business community."*

There is no doubt that hybrid working will be around for some time to come in many businesses around the UK. It remains to be seen, however, if this is the most effective long-term method for maximising employee productivity. A case can be made for leaders and employees working together to find a creative solution for each employee which provides for optimum productivity, in addition to evaluating each employee's overall output of work in different work settings.



European Commission Launch Robotics and AI Initiative

The European Commission has launched a €3M project to boost the adoption of more responsible robotics and AI in Europe.

Robotics4EU aims to take positive steps to ensure a more widespread adoption of AI-based robots in the EU, particularly in the areas of Healthcare, Inspection and Maintenance of Infrastructure, Agri-Food, and Agile Production.

The project aims to gather a responsible robotics community, with representation from companies and academia, who will organise community-building and co-creation events.

The initial survey showed concerns about the labour force and the potential negative consequences of robotics for human well-being. The 1,232 responses from 60 interviews conducted in 15 countries with policymakers, robotics community members, and citizens, explored whether, and how, non-technical

Would You Like to Be a Trustee of the Institute?

The Institute is seeking expressions of interest, from members holding either the grade of Member or Fellow of the Institute, to fill a number of Trustee vacancies on its Council of Management.

Institute Corporate Members are invited to consider making applications to fill these vacancies. Please email the Institute at admin@ims-productivity.com to express your interest in becoming a Trustee. You should give your reasons for wishing to become a Trustee and indicate the benefits that would accrue to the Institute if you were appointed.



*“Achieving excellence through people
and productivity “*

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