



Institute of Management Services

The home of Productivity Professionals

June 2022 Newsletter

Institute President Visits RAF Lakenheath

The Institute of Management Services President, Professor Colin Coulson-Thomas, recently visited RAF Lakenheath to watch the morning take off of F15Es and F35s, have briefings and discussions, tour the base and visit the flight line.

Colin indicated that during his visit discussion covered many areas the Institute is concerned with such as productivity, efficiency, working with complementary and supportive technologies, automation, balancing workloads and managing change.



The visit was hosted by Captain Adrian V Herrera, United States Air Force who is fully aware of the role that the IMS plays in productivity improvement. Captain Herrera stressed that the Chief of Staff of the United States Air Force had directed a priority of the service to

"accelerate change or lose". Captain Herrera stated "You can see this order permeating to us at the flying squadrons. Here at Lakenheath, we are integrating so much more with our NATO partners than ever before, and transforming workflow processes beyond the bureaucracy."

See Page 4 of the Newsletter for details of Institute's AGM



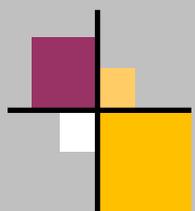
Institute of Management Services

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Summer Journal

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Leadership Style Influences Productivity

Improving your organisation's effectiveness will typically involve analysing operations and then looking at ways in which errors can be reduced. What directly correlates with a successful organisation, is one which runs smoothly throughout and with little errors is the management style that a leader has. It takes a certain individual to be able to engage effectively with their employees, and it sometimes requires them to alternate between various management styles depending on what employee they are interacting with.

What are the consequences of having a leader with a management style that employees find difficult to engage with? Lower productivity levels is one of the biggest issues that will arise because disengaged employees aren't going to be as productive as those who are, as they will have more difficulty putting into practice the message that their manager is trying to get across. As a result of lower productivity levels, there will be a knock on effect in reduced profitability, higher levels of absenteeism and an overall lower quality of work being produced. The bottom line is that the wrong management style will demotivate employees, kill productivity and result in a higher turnover of employees, which in turn will hurt the entire organisation.

Types of Management Styles

Generally, there are three broad categories of management styles: Autocratic, Democratic and Laissez-Faire. Within these three management styles are subtypes of management, each will have pros and cons that will appeal to different people. The full definition of each management style can be viewed [here](#).

It is important for organisations' leaders to adopt an appropriate style in order to establish meaningful rapport, trust and respect, doing so will enable you to build positive working relationships with your team.



Performance of OECD Countries

The [Organisation for Economic Co-operation and Development](#) (OECD) is an international organisation whose main goal is to build better policies in order to create better lives. Their main goal is to shape and build policies that will foster prosperity, equality, opportunity and well being for all involved. In short, their existence is to promote policies that will improve the economic and social welfare for those in developed nations, in turn promoting world trade. Currently, the OECD has 38 Members, with Costa Rica being the latest country to join the organisation.

A new [report](#) titled '*The Short and Winding Road to 2030*' measures Members' Sustainable Development Goals (SDGs) adopted by world leaders at the United Nations in 2015. It goes into detail as to whether commitments made by Members are being adhered to or being moved away from, and how likely they are to meet their targets by 2030, taking into account how they have been impacted by the Covid 19 Pandemic. In addition to this, the report also highlights how the war in Ukraine will have a huge knock on effect to the world economy, and how this will impact OECD Members in achieving their SDGs.

The report found that governments' efforts to advance on Members' commitments to their SDGs have been increased, as many OECD countries have undertaken steps to implement their goals as is evident with the increase in fostering gender equality, diversity, and reducing greenhouse gases.

In spite of the challenges that the world is facing, there are 3 reasons for optimism.

- A united response from democracies across the world who share common values as OECD Members in relation to Russia's invasion of Ukraine, placing severe sanctions and unwavering support
- Mass scale vaccination for Covid 19, and world leading economies donating surplus supplies to developing countries
- Looking beyond 2030 and into the further future, in regards to climate change as demonstrated by the [2040 climate pledge](#)

Permanent Remote Work

Over the last 2 years, remote/hybrid working has become so commonplace that the London-based law firm Stephenson Harwood recently announced that it will offer its staff the option to work from home permanently. However, this would come at the expense of a 20% pay cut. They feel their decision is justified by the fact that most of their remote workers are not based in London. Therefore, there are fewer contingent costs and there are no annual travel expenses to consider.

The firm believe that only a handful of their employees will choose to permanently work from home because their current hybrid work policy works well, with those on the working policy coming into the office 2 times a week. The TimeOut article can be viewed [here](#).

In the near future, we will likely hear about more businesses offering full-time remote working options to their employees. Prices are rising throughout the country, and this may be one of the main reasons why employers will offer permanent remote working, to reduce office space, thus lowering the cost of renting an office.



Getting Equipped For A Digital Future

For the longevity of any organisation, the ability to deal with the technologies of today, and those that have not yet reached the mainstream, is essential. This will apply to a multitude of sectors, such as healthcare, transport, retail and finance, to name a few.

What are digital skills? The skills can be described as being necessary to use digital devices, communication applications, and networks, so as to access and manage information.

Essentially, these skills make it easier for people to communicate, collaborate, create, and share digital content. Computer literacy, data entry, social media, information processing, and web and app development are examples of digital skills.

In a way, exuberated by the pandemic, which saw the rise of remote working and the use of Teams and Zoom to conduct meetings, companies shifted from a physical HQ to embracing a digital HQ mentality. The Metaverse is a great example of a digitally centred world of work that will instil an immersive form of team collaboration.

Marriott hotels unveiled something similar back in 2015 with their '[virtual reality teleporter booths](#)', which enables users to step in, put on a virtual headset, and are then teleported to a destination for a short period of time. It can be comparable to the metaverse in that the employee can be digitally transported to another office, perhaps in another country, and collaborate via a human like avatar in the metaverse

Organisations need to be prepared for new job roles and emerging technology trends in order to stay competitive.

“Organisations need to be prepared for new job roles and emerging technology trends”



Institute of Management Service

Notice of Annual General Meeting

NOTICE IS HEREBY GIVEN

of the fifty-seventh Annual General Meeting of the Institute to be held as a virtual meeting
on Friday 14th October 2022 at 10.30 am to conduct the following business.

- 1) To receive the 2021 Annual Report and Accounts.
- 2) To confirm the following Bye-Law No 1/2022.
Membership subscription for 2023 shall be for Life Membership at a rate of **£355.00** for all members.
An Affiliate Membership fee of **£235.00**.
- 3) To authorise Council to appoint Auditors and fix their remuneration for the ensuing year.

Institute members wishing to participate in the meeting should indicate their intention to do so and request the Virtual Meeting access code by emailing: admin@ims-productivity.com by Friday 7th October 2022

7th June 2022

By Order of Council of Management



Institute of Management Services

FORM OF PROXY – FOR CORPORATE MEMBERS ONLY

I (full name).....of (full address).....

Membership Grade..... Membership No

Hereby appoint Dr A Muir, 1 Berryhill, Finglassie, Glenrothes, Fife KY7 4TQ or failing him the Chairman of the meeting to vote for me and on my behalf in accordance with the directions, if any, given hereunder at the fifty-seventh Annual General Meeting of the Institute to be held as a virtually meeting on Friday 14th October 2022 at 10.30 am and at every adjournment thereof.

RESOLUTION NO 2

(Bye-Law No: 1/2022)

FOR / AGAINST *

RESOLUTION NO 3

(Appointment of Auditor)

FOR / AGAINST *

*delete as applicable

as witness my hand the.....day of2022

Signed.....

This proxy form must be delivered to Dr A Muir, 1 Berryhill, Finglassie, Glenrothes, Fife KY7 4TQ by **no later than 10 am Friday 7th October 2022**.

The name of Dr A Muir has been inserted (or chairman of the meeting) to ensure that your vote is cast in the way you have indicated. You may however, insert another proxy holder if you wish who must be a corporate member of the Institute, but your vote will not be recorded if he or she is not present at the meeting.



Bulletin Board

Member Contact Details

Summer Journal Content

Featured Articles

- The Power to Create Culture Change
 - The Source Of Confidence
 - Foresight and Looking Ahead
- Plus Productivity News and Book Reviews

Do we have the correct details for you?

It would really help our administration team if members could provide their most up to date contact information.

Up to date information is essential for Journal/ Newsletter notifications.

Please contact us, either to check we have the correct info, or to update us.

Phone: 01543 308605

E-mail: admin@ims-productivity.com

Website: www.ims-productivity.com

Our Office Hours are Monday—Friday 9am—5pm

Contributions

If you would like to contribute to our quarterly newsletter, please send your questions and comments to: admin@ims-productivity.com

Diary Date Institute AGM

Friday 14th October 2022



Achieving excellence through people and productivity

Institute of Management Services

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Management Services Journal

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