

Manor Royal BID

People Conference

Human leadership in a disrupted world



Welcome

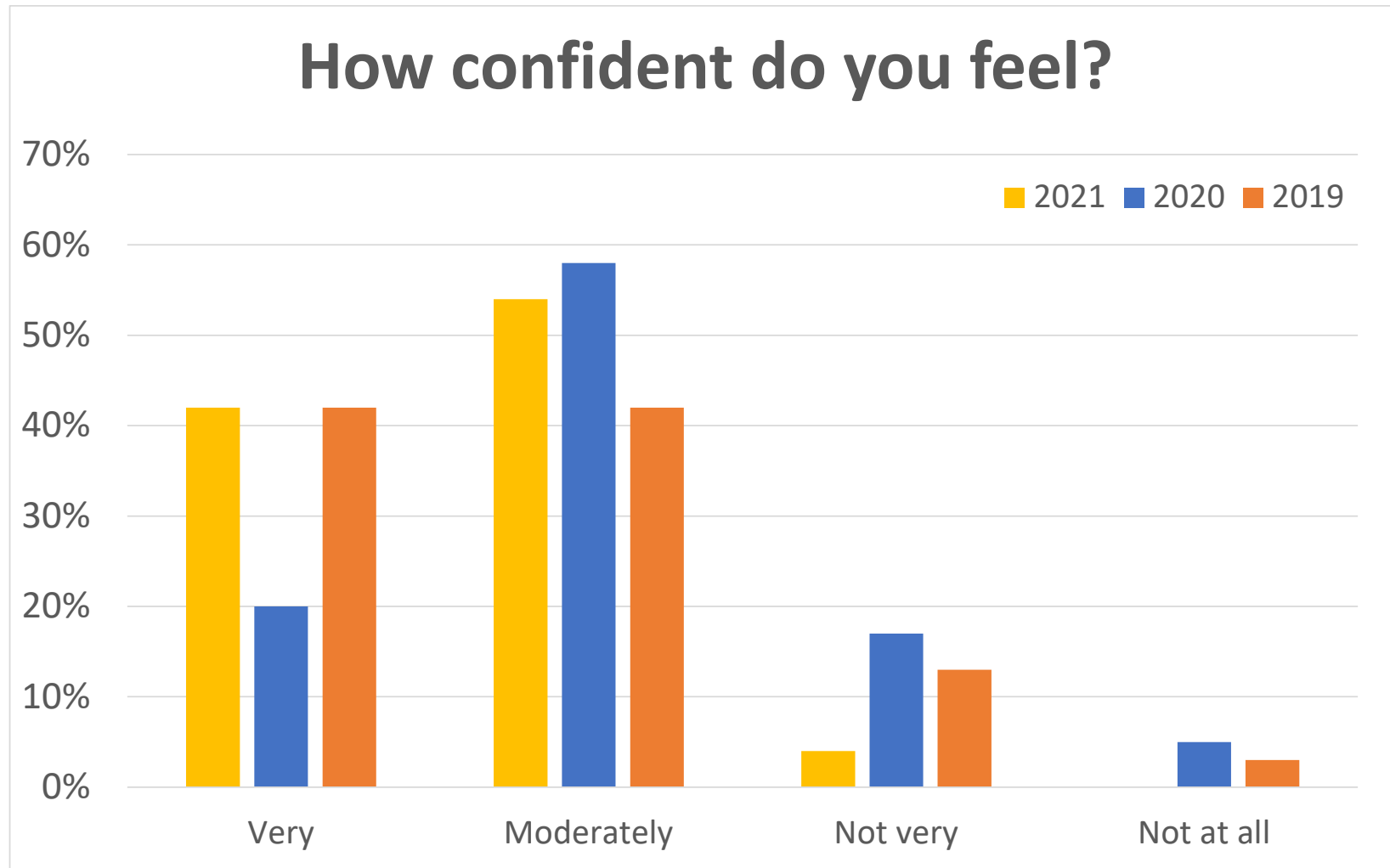
Steve Sawyer
Executive Director
Manor Royal BID



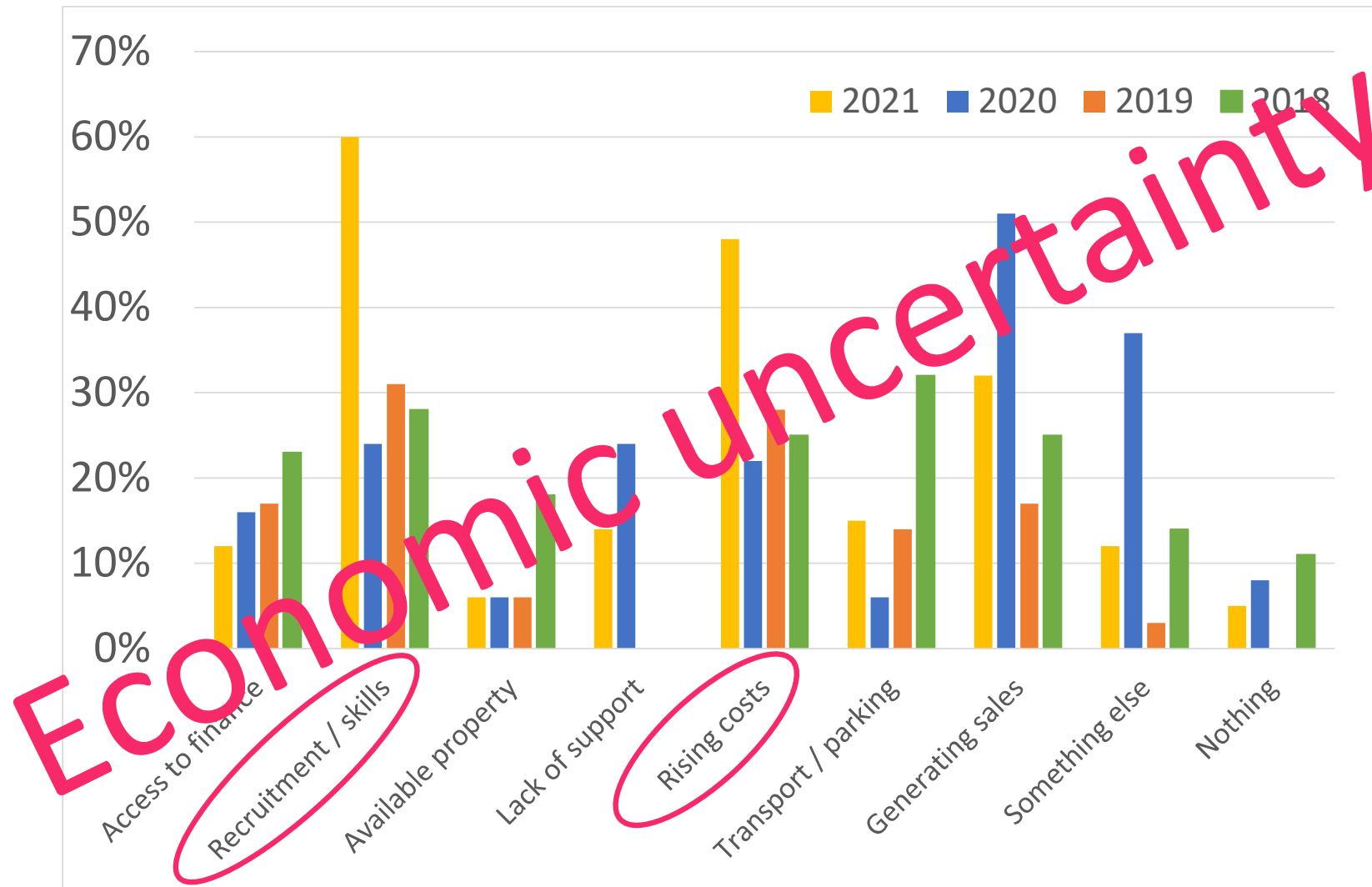
What to expect

- NOW** **Scene setting**
- 10.00am** **Human Leadership**
with Alex Bailey - Global CEO and Co-Founder of Bailey & French
- 10.40am** *Tea break – take the time to visit the stands*
- 11.00am** **The Value of Vulnerability in Leadership**
with Sarah Restall, Senior Consultant and Head of Strategic Wellbeing and Engagement at Wellbeing With Cari
- 11.40am** **Facilitated Q & A Session**
- 12.00pm** **Closing remarks followed by networking lunch**

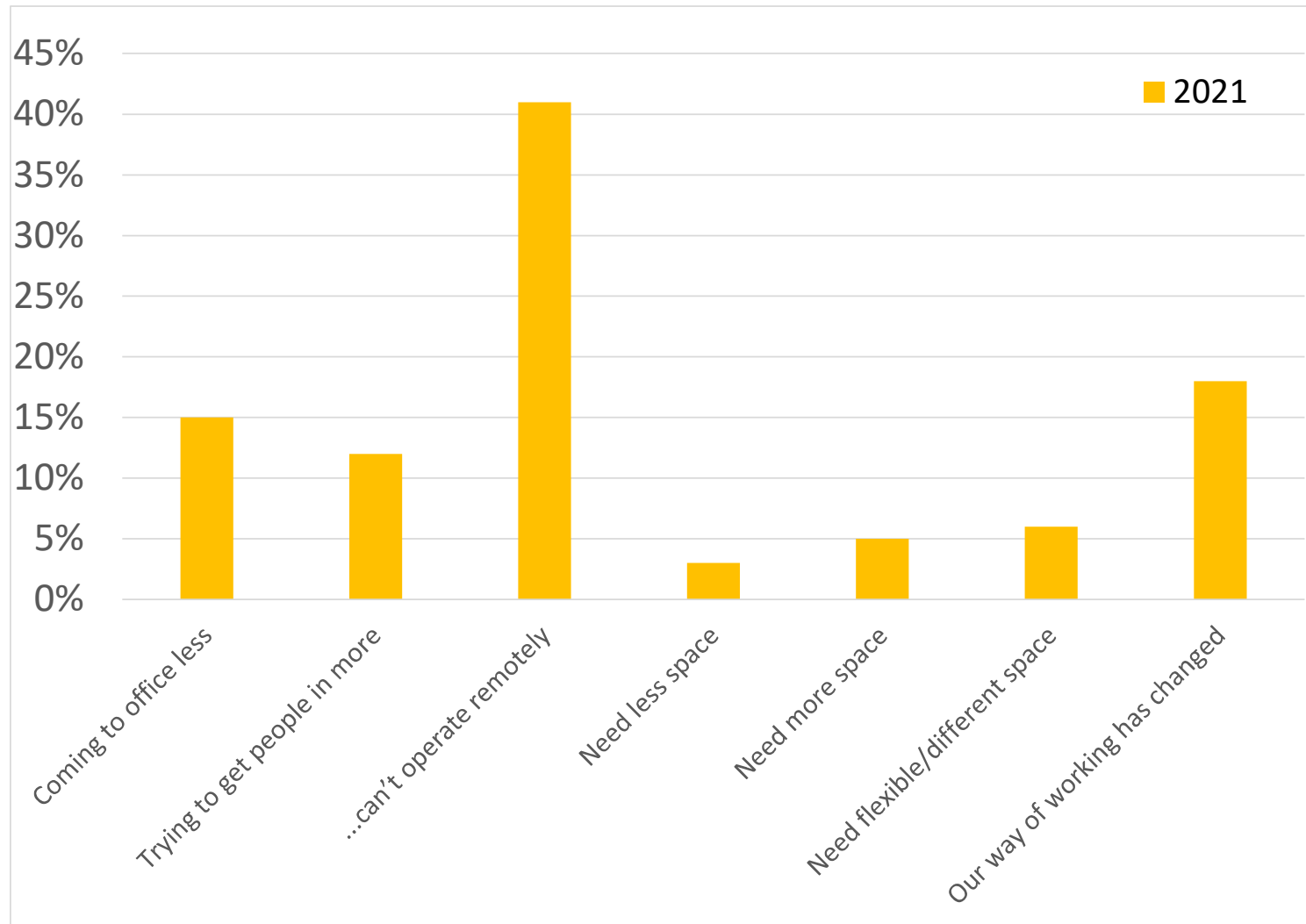
A disrupted Manor Royal?



What's troubling you?



Changing working patterns = new demands



BID3 (2023-28) Research & evidence

82%
Improve
facilities

73%
Help improve
health &
wellbeing

66%
Staff
discounts

83%
Satisfied
(2022)

64%
Help with
recruitment

50%
Help with
training

70%
More green
space

So what?

Top 3 priority areas (% ranking in top 3)

1. Help solve parking problems (26%)
2. Investment in roads/pavement (24%)
3. Attract more investment to the area (19%)
4. Keep the place tidy & well-maintained (19%)
5. Make broadband faster (19%)
6. Improve facilities & infrastructure (17%)
7. Additional security measures (16%)
8. Invest in cheaper renewable energy (15%)
9. Establish and EV charging network (14%)
10. Promote businesses to the wider area (13%)

Manor Royal BUD Survey, 2022: very important or important

The Business Plan (2023-28)

5 Years. 5 Objectives. 1 Manor Royal.



Promote
and influence



Trade
and save



Infrastructure
and facilities



Sustain
and renew



Manage
and maintain

Launching soon...
10 November 2022

Voting soon after...
February 2023



Promote
and influence



Trade
and save



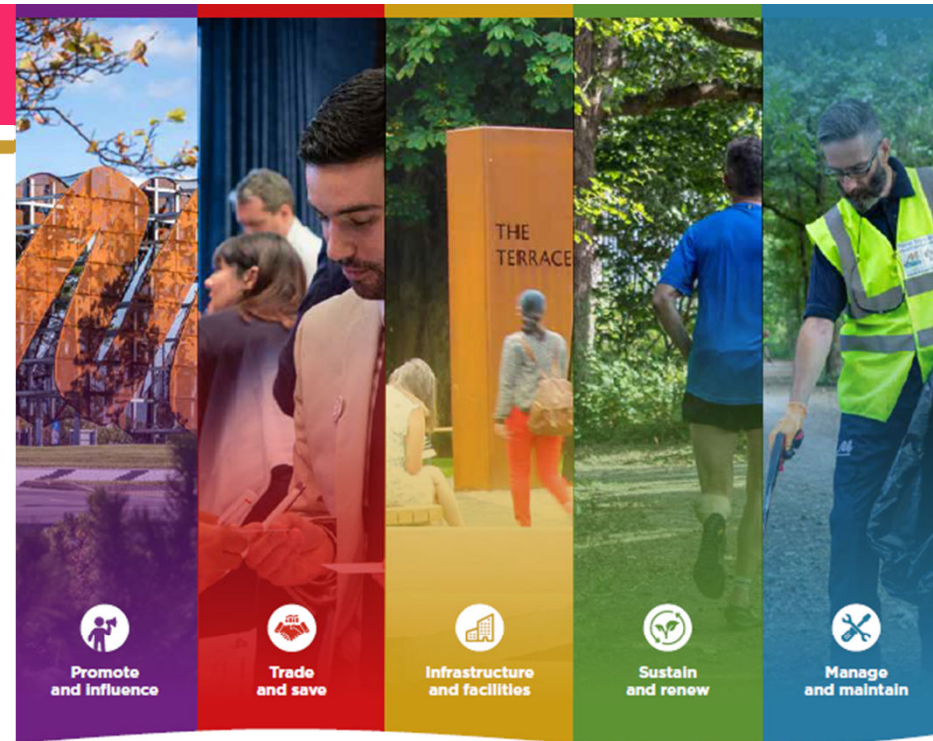
Infrastructure
and facilities



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Manor Royal Business Improvement District (BID)

Business Plan Prospectus
(2023-2028)



"5 years. 5 Objectives. 1 Manor Royal."

One Planet Living Assessment: scorecard

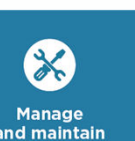
Health and happiness	Encouraging active, social, meaningful lives to promote good health and wellbeing
Equity and local economy	Creating safe, equitable places to live and work which support local prosperity and international fair trade
Culture and community	Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living
Land and nature	Protecting and restoring land for the benefit of people and wildlife
Sustainable water	Using water efficiently, protecting local water resources and reducing flooding and drought
Local and sustainable food	Promoting sustainable humane farming and healthy diets high in local, seasonal organic food and vegetable protein
Travel and transport	Reducing the need to travel, encouraging walking, cycling and low carbon transport
Materials and products	Using materials from sustainable sources and promoting products which help people reduce consumption.
Zero waste	Reducing consumption, re-using and recycling to achieve zero waste and zero pollution
Zero carbon energy	Making buildings and manufacturing energy efficient and supplying all energy with renewables

So what?



Launching soon...
10 November 2022

Voting soon after...
February 2023



Looking ahead...



Team-building & volunteering

What?

Free conservation-based volunteering and team-building with Sussex Wildlife Trust

When?

Now



Free online training platform

What?

Free to access digital learning and training platform; workplace skills, HR, cyber awareness, compliance & CSR

When?

Coming very soon



Manor Royal Training

What?

Quality training, delivered locally at unbeatable prices – new programme.

When?

Coming even sooner



Manor Royal Careers FAIR

What?

Promoting Manor Royal companies, and the area, as a place for people to find their future

When?

*20 October 2022
Spectrum House*



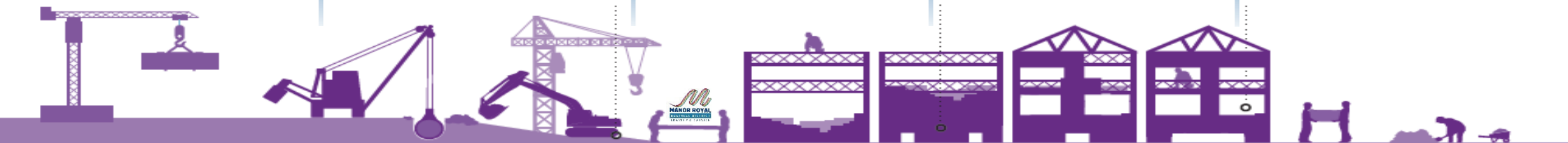
Manor Royal Matters

What?

What have we done, where are we going and launch of the new Business Plan (2023-28)

When?

*10 November 2022
Sandman Signature Hotel*



Bailey & French.

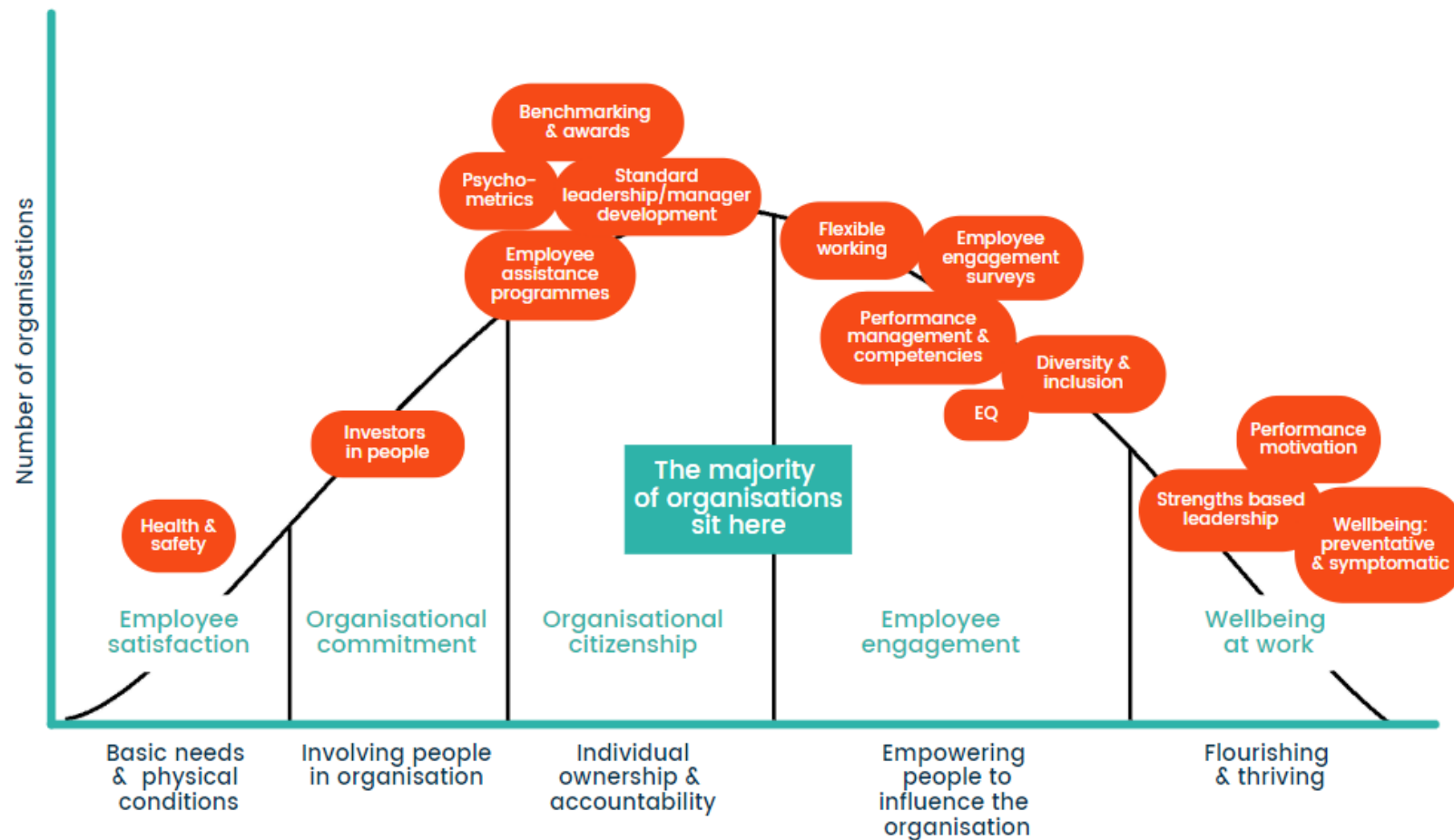
Human Leadership
right now: October 2022



baileyandfrench.com



Transforming the world of work...? Really?



Bailey & French.

What do people really care about?

B & F



Company	Social Purpose Statement / What We Stand For
DANONE	To bring health through food to as many people as possible.
DU PONT	To solve some of the world's greatest challenges.
Google	To organize the world's information and make it universally accessible and useful.
gsk	To help people do more, feel better, live longer.
Hootsuite®	To empower organizations to turn messages into meaningful relationships.
Johnson & Johnson	To help people everywhere live longer, healthier, happier lives.
MAPLE LEAF	To raise the good in food.
MEC	To inspire and enable everyone to lead active outdoor lifestyles.
Microsoft	To empower every person and every organization on the planet to achieve more.
Nestle	To help shape a better and healthier world. We also want to inspire people to live healthier lives.
PHILIPS	To make the world healthier and more sustainable through innovation.
pwc	To build trust in society and solve important problems.

Mental health...

Pay, mental health and burnout are the top reasons Gen Z and millennials have left their jobs within the last two years

- ✓ Gen Z feel stress and are anxious regularly
 - ❑ Half of respondents say they feel stressed all or most of the time
- ✓ 46% of Gen Z feel burnt out due to the intensity/demands of their working environments

The Deloitte Global 2022
Gen Z and Millennial Survey

Now in its 11th year, the survey finds Gen Zs and millennials are striving for balance and advocating for change.

Bailey & French.



More initiatives...

Nap rooms
Cleaning services **arcades** **Yoga studios**
Wellness apps **Four day week**
Onsite barbers **Nine day fortnight**
Childcare **coaching apps**
unlimited holiday



Challenges for leaders

It isn't just the desire for remote work or higher pay that's driving workers to look for new roles

The McKinsey report, which surveyed more than 12,000 people in the US, Canada, UK, Australia, India and Singapore, reports that **41% said the lack of opportunity for upward mobility was the number-one reason why they left**

Further reasons were:

- ✓ Uninspiring or uncaring leaders

Followed by:

- ✓ Lack of meaningful work, unsustainable work expectations, lack of support and lack of flexibility

Bailey & French.

Authenticity

What is authenticity?

**B
& F**

Inclusivity

**What opportunities do I have
to learn more about my team
and colleagues?**

**B
& F**

Role-modelling

**What do I do to stay on track
with my performance and
wellbeing?**

**B
& F**



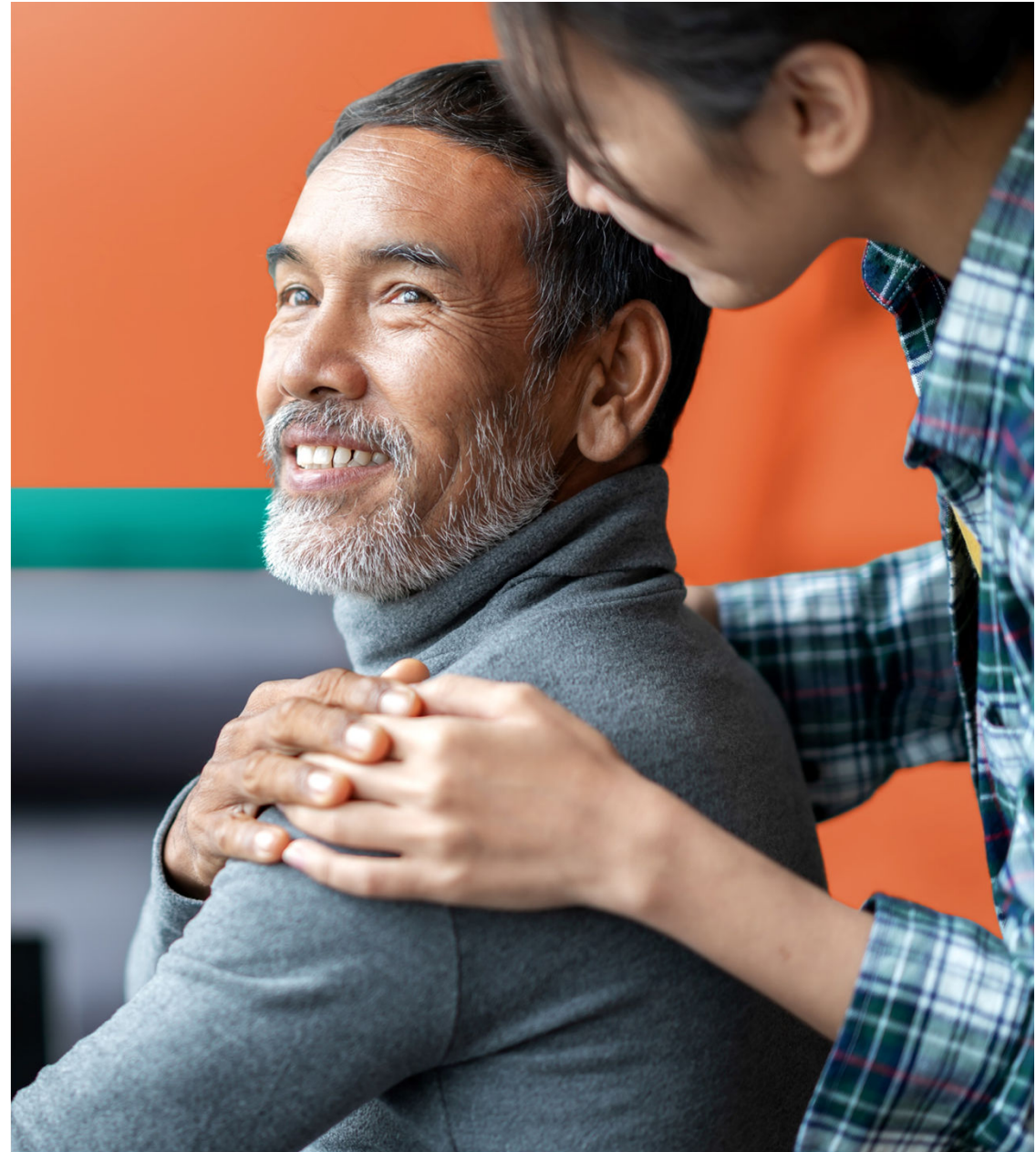
Human connections

**What do I do to proactively
promote good relationships?**

We need to **really see** **each other**

- ✓ We need to get people talking
- ✓ We need more dialogue
- ✓ Connect and feel different,
as a human

Bailey & French.



"Top, future-ready organisations know who they are and what they stand for; they operate with a fixation on speed and simplicity; and they grow by scaling up their ability to learn, innovate and seek good ideas regardless of their origin...

They are simply more human."

McKinsey, 2021

**B
& F**

Bailey & French.

baileyandfrench.com



Manor Royal BID

Time for tea

Human leadership in a disrupted world



Manor Royal BID

Welcome back

Human leadership in a disrupted world



Never more than a 5 minute walk



*Great spaces for
great people*

www.manorroyal.org/projects

Looking ahead...



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www.manorroyal.org/benefits

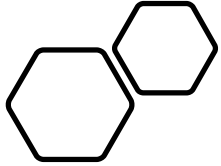
Stuart Paviour



Business Psychologist

Wellbeing Coach, Facilitator & Public Speaker

What's all this about
FREE wellbeing support
for every company
on Manor Royal?



WELLBEING SUPPORT FOR ALL BUSINESSES

INSTANT TAILORED HELP FOR YOUR PEOPLE

HELPING YOUR BUSINESS TO THRIVE

Manor Royal BID working with Wellbeing with Cari to provide high-quality wellbeing support to every business - for FREE.

Through the pandemic and into the cost of living crisis.

Manor Royal BID giving you and your people the support that you need.



YOUR FREE WELLBEING TOOLKIT: WHATS INCLUDED?

- Wellbeing consultations through Cari wellbeing platform for all employees with immediate, tailored support and insights including Manor Royals resources.
 - Our new cost of living crisis finance & wellbeing workshops
 - Regular wellbeing webinars focussing on workplace relationships, support, resilience and performance.
 - One to one wellbeing coaching & group coaching clinics.
-
- A business wellbeing audit, identifying the ROI on your businesses interventions and your people's ability to perform at their best.
 - Wellbeing Champion training – free for one employee of each member organisation.
 - Data, reporting and recommendations on wellbeing levels across Manor Royal



WANT TO KNOW MORE?

- Visit Wellbeing with Cari's stand at today's event.
 - Speak to me Stuart Paviour: 07392110386
 - spp@wellbeingwithcari.co.uk
-

- Talk to Steve, Clare and the Manor Royal team
- Or try your own confidential Cari wellbeing consultation now using the following QR Code!





The Value of **Vulnerability in Leadership.**

With Sarah Restall

Senior Consultant and Head of Strategic Wellbeing and
Engagement, Wellbeing With Cari.

Who am I?



**A very happy
childhood!**





**Respected
for what I do.**





This is also me...



Managing my health.



What is 'STIGMA'?

What is 'STIGMA'?

- a mark of disgrace associated with a particular circumstance, quality, or person.

It's time to get interactive!



Why is this relevant to the workplace?

Culture starts with Leaders.

Vulnerability takes courage.

Authentic and compassionate
and 'human' cultures require
vulnerability.





What next? What can we do?

Human Role Model.

Share experiences.

Encourage conversations and create safe spaces at work.

Be a visible ambassador.

Report on Well being - Board meeting agendas.

We are all on the Mental Health continuum.

Q & A

Food for thought!

How can a leader challenge stigma in a small workplace?

How can you promote mental health when you haven't experienced poor mental health?

What can you do with limited or no budget?



Thank you.

Sarah Restall

sr@wellbeingwithcari.co.uk

Linked 



Manor Royal BID

Question time

With

Alex Bailey, Bailey & French

Sarah Restall, Wellbeing with Cari



Manor Royal BID

Lunchtime

See you soon at...

Manor Royal Careers Fair, 20 October

Manor Royal Matters, 10 November

Connected Crawley, 29 November

www.manorroyal.org/events

