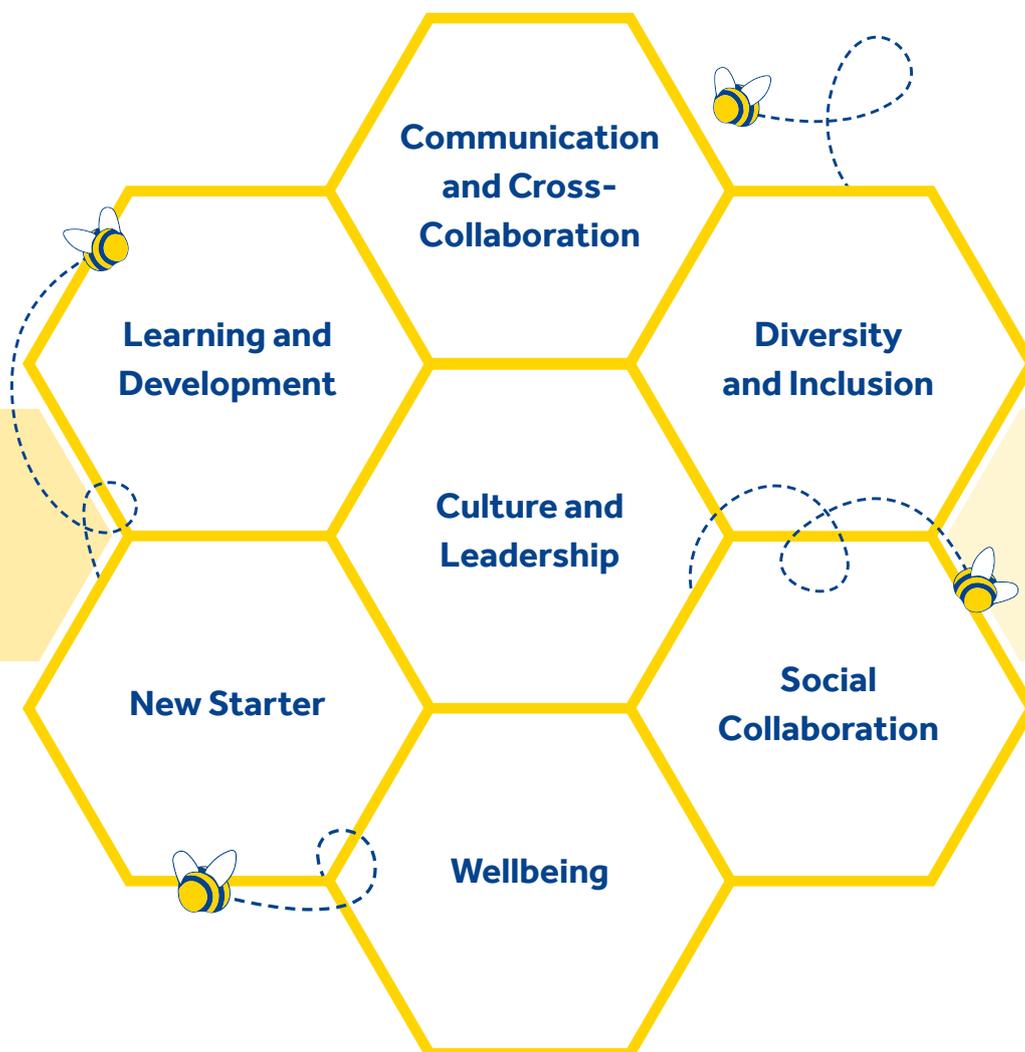


Henley Hives



The Henley Hives is a staff engagement project and was created as a result of the 2017 annual staff engagement survey. The Hive movement was set up to promote a positive working environment for all staff by engaging employees.

The seven Hives are as follows:



Each Hive is responsible for working on improving an element of life at Henley. The role of each Hive is set out over the next few pages.

For any enquiries or to join a Hive, please contact:

Naeema Pasha
(naeema.pasha@henley.ac.uk)

or Stephanie Shaw
(s.s.shaw@henley.ac.uk)

Communication and Cross-Collaboration

Purpose: To create ideas on how to support inter-departmental networks and connections.

The Communication and Cross-Collaboration Hive was set up to improve inter-departmental working and communication within the Business School.

So far, this has included the Watercooler, an internal staff bulletin with notices, events and recognition of staff achievements.

For enquiries, contact Jonas (j.m.herriot@henley.ac.uk).



Culture and Leadership

Purpose: To ensure staff feel valued, supported and happy; developing a positive and effective leadership culture at Henley.

The Culture and Leadership Hive consists of staff in leadership roles working to support the Hive and improve the culture at Henley. Initiatives include:

- Developing a staff Code of Conduct, outlining professional behaviour
- Supporting development of new leaders
- Developing practices that support student and client experience
- Collaboration with University of Reading regarding people development

For enquiries, contact Naeema (naeema.pasha@henley.ac.uk).



Diversity and Inclusion

Purpose: To develop Henley's diversity practices in order to create more inclusion and belonging at Henley.

The Diversity and Inclusion Hive was set up to increase and promote inclusive practices across the Business School.

For enquiries, contact Maddy (madeleine.woodman@henley.ac.uk).

Learning and Development

Purpose: To signpost opportunities for personal and professional development.

The Learning and Development Hive is looking to increase training and development opportunities for staff. Upcoming initiatives include:

- Mentoring scheme for professional staff
- Review and development of the PDR process
- 'Supporting You' sessions offering a range of skills, training and information for staff

For enquiries, contact Daria (daria.radwan@henley.ac.uk).

New Starter

Purpose: To create a great start to Henley, for new employees to feel welcomed and to forge a sense of belonging.

The New Starter Hive was set up to review and improve the induction experience of new starters. The key aims of the Hive are to provide a consistent approach to the induction process, so that no important element is left out, as well as ensuring that new staff feel properly welcomed as members of Henley Business School.

This includes welcoming staff to Henley, along with organising Henley inductions for new starters.

For enquiries, contact newstarter@henley.ac.uk.

Social Collaboration

Purpose: To create connections across Henley, building relationships and enhancing staff enjoyment.

The Social Collaboration Hive is an amalgamation of the Social Hive and Henley's Social Committee, working to increase social opportunities for staff. Some initiatives already put in place by this Hive are:

- Henley's Social Buzz, the monthly staff get-together
- Development of Henley's annual softball social event
- Red Nose Day bake sale, raising £321.57 for Comic Relief

Upcoming initiatives:

- Lunchtime activity sessions, including photography, singing, cake decorating and comedy
 - Charity volunteering and support days
 - Staff breakfasts

For enquiries, contact Becky (becky.kite@henley.ac.uk).

Wellbeing

Purpose: To support the wellbeing of staff across Greenlands and Whiteknights campuses.

The Wellbeing Hive is committed to supporting the wellbeing of our staff across Greenlands and Whiteknights campuses. The Wellbeing Hive aims to promote employee wellbeing to improve and sustain our mental and physical health. Initiatives have included:

- A series of summer wellbeing events and activities
- Production of a flyer to promote the telephone and online wellbeing resources available to Henley staff
- Online training for managers on supporting staff wellbeing

For enquiries, contact Stephanie (s.s.shaw@henley.ac.uk).

Henley Hives

