



NEWS DIGEST SEPTEMBER 2012

Annie Panton

While the banking horrors seem to have taken over most of the news items lately, they took a back seat during what can only be described as a wonderful summer with the Olympics and the Diamond Jubilee enabling all of us to celebrate our country and its culture. We should congratulate everyone involved.

Cappuccino Commerce

Interesting to note that start-up businesses are using home working more than ever – it has, in fact, become a global phenomenon. Enterprise Nation comments that we are living through a revolution in the way small enterprises or home-grown businesses co-operate. The tools are all there to bring the dream of running an independent business closer to many more people and that can only be good for enterprise and good for the economy. They are calling it 'cappuccino commerce!'



Chrome Plaza Hotel Marlow Thursday June 14th

ARP Conference in Marlow

We had a glorious day at the ARP Conference – which was all connected with social media – great speakers, fascinating information exchanges and some really young presenters that made me feel positively ancient! A great day! I made a decision that day – to make sure that I review my LinkedIn profile, which is rubbish at the moment. I've been reading other profiles realising I've not done a good job for myself. Take note everyone!

I've also read that one large organisation is actually using Facebook to attract new entrants to their organisation, which cuts down on advertising costs and spreads organically as the number of Facebook 'likes' grows!

FIGT (UK Affiliate)

I attended a reception in Oxford in June that introduced a new UK affiliate of FIGT (Families in Global Transition) whose aims include the provision of a forum of exchange for globally mobile professionals, families and students. It is headed up by Wendy Wilson and Claire Snowden. This is a new resource for professionals in the global mobility industry, together with their clients – thousands of families who relocate every year. It was very well attended and the presentation was excellent. Do note that the ARP (and EuRA) is backing this effort. Do look at their website for more information – www.figt.org/. We should also be aware that this organisation is run as a non-profit business.



Families in Global Transition

Speech Writing

I read an article recently that I found very helpful and its content could apply when having serious business meetings – when so often one is expected to articulate a whole host of things in a short space of time. And before this, of course, there is the writing to be done and before that, thinking clearly. Below are some basic guidelines that may give you a good technique to follow. You must pay attention to detail – detail meaning delivery, expectations, topic, audience, individual and the language of the speech.

I've just given you the headers – for more information do get in touch with me. I'd be happy to give you more details.

- Step 1 - Get to know the Audience
- Step 2 - What expectations do you have?
- Step 3 - What's your Topic?
- Step 4 - Mind your Language
- Step 5 - Writing for an Individual
- Step 6 - Deliver the Speech



HR Perspective

I read an interesting article in this month's HR Magazine written by the Chief HR Officer at Heineken (Mr O'Hare)– that articulated a number of viewpoints about HR within emerging markets and their role. HR become involved at the start of a possible company purchase and 9 out of 10 GMs have completed international assignments (total staff members on assignment at present is 423). Managing HR across borders is not without hurdles and each country in which they are established has a specialist HR team. They are focusing on improving the business acumen of their HR Departments with senior HR managers taking part in training days at top business schools. His views are that HR has to have intellectual curiosity and they need something to aspire to. There is a need to have business people in HR – and not HR people in business.

HR & Procurement

Henley Business School are researching the relationship between HR & Procurement and believe that the two departments are moving together at an increasing pace. This will surely help our involvement, but we need to know how this policy will work for us in our industry. The person leading the research believes that procurement is the one that now sets a framework and principles across the business – not just a department that checks budgets. As the research indicates – different suppliers want to work with their clients in different ways, which procurement finds awkward. Apparently, according to the Henley Business School research, HR Directors are frustrated at a bureaucratic procurement department, as cost management is not the same as cost-effectiveness and this can do damage in terms of growth.

GARRINGTON REVIEW SUMMARY

Jonathan Hopper – now an ARP Committee member – sent me this report to take extracts from and I think it's worth paying attention to – especially for our private client market.

This piece does relate to earlier in the summer but nevertheless is worth reading!

“June is normally a brisk month in the property market, with transactional activity peaking before the summer recess; this year Garrington has observed more sedate but steady levels of activity. In many cases buyers still have the upper hand, yet this is still not being recognised by some sellers, who persist with overzealous pricing strategies.

For the fourth time this year the two main national house price indices disagreed in June as to the direction of the market. Nationwide reported a fall in house prices of 0.6%, which is 1.5% lower than this point last year. However, Halifax reported a 1.0% monthly rise, returning annual prices to a similar level seen in June 2011. The RICS has reported a fall in property stock levels listed by its members at 0.2% in June, a small yet significant figure as it marks the second consecutive month that new stock entering the market has fallen. The RICS also reported that new buyer enquiries edged back last month.

Given the above trends it was surprising to see research data released in June by Rightmove, suggesting that asking prices had risen by 1% in June and by 2.4% compared with 12 months ago.

With statistics such as these emerging, it is easy to become confused about the true picture. To gain a clear and accurate understanding of the market, it is important to consider market segmentation by both location and value. Garrington assist clients across the UK and it is noticeable that certain key hotspots such as Harrogate, Cambridge, Bristol, Sevenoaks and Guildford remain starved of quality prime property stock, and in many cases competition to secure 'best of breed' homes can be intense.

Capital gains aside, the financial logic for home ownership in the UK remains strong with research released in June by Zoopla suggesting that on a pure affordability basis, owning a property instead of renting, remains cheaper in 84% of the UK's top 50 towns and cities, although across the price spectrum access to credit to buy a property remains severely constrained.”