

Anthony Stanton's speaking topics and profile 2009/10

The best businesses substantially out-perform their competitors through excellent people management. In the last twenty years there have been major advances in understanding of which people management approaches drive organisational success.

A senior manager and HR Director by background, Anthony Stanton has researched extensively to develop a people management model which any business can use to drive up bottom line results through effective people management.

Anthony offers nine workshops and master classes.

1. **The organisation's ethos.** This talk looks at the organisation's core purpose and values, culture and climate, and how to manage and adjust them.
2. **People management strategy.** Shows how to produce a people management strategy, from the organisation's core purpose, values, culture and mission, through the business strategy to the people management strategy.
3. **High performance work systems** to drive bottom line performance. This talk looks at how the organisation's infrastructure of performance enhancing people management policies shapes the behaviour of managers and staff to drive employee productivity and business success. It describes the 'Foundation' policies which generate employee well being and are broadly common to all organisations; and those 'Driving' policies which need to be shaped around each organisation's culture and business strategy to drive the bottom line.
4. The key role of **line managers** in driving organisational success through people. This presentation highlights line managers' role and importance in delivering organisational success, and describes how to manage, develop and support them.
5. **Talent Management.** Research shows that highly competent and productive staff ('A players') are up to 119% more productive than those who are below standard ('C players'). This talk shows how best to invest in getting, keeping and growing good people, including staff selection, performance development and review, reward and succession planning. **(Please note that this is a half day workshop.)**
6. Employee **motivation** as a driver of organisational success. There is a mass of evidence showing that staff with high motivation create much better organisational results than those without. This talk looks at the impact of motivation on the bottom line and at the drivers of motivation. It goes on to introduce the topic of how we can measure and manage motivation in our organisations.
7. Developing organisational **social capital** to drive strategy execution. This talk shows how teamworking, networking and knowledge management inside organisations drive organisational success, and how their extent needs to vary dependent on the organisation's core purpose, mission and strategy.
8. Strategic **HR metrics.** This presentation explains how to measure the key people management drivers of organisational success, and their impact on the bottom line.
9. **Developing the HR department** as a driver of organisational success. This talk describes HR's 'driving' roles as strategic and operational business partner. It shows how to flex HR's role to fit each organisation's culture and business environment. **(Please note that this is a half day workshop.)**

These talks are suited to HR professionals and senior managers from other disciplines.

Anthony specialises in people management as a driver of organisational success, improving 'bottom line' performance and making the organisation a great place to work. He partners organisations to apply the concepts on the ground and so improve their business results, as well as being a coach, speaker, facilitator and chairperson . He is finishing a book on value adding people management.

Anthony's background is in Human Resources and general management in a variety of sectors. He has led the HR function in organisations employing from 600 to 11,000 staff, managing turn-rounds and leading strategic and operational change. His HR career is his second, following general management roles in the NHS. He has a University of Oxford first degree together with Masters level qualifications in HR and in general management.

Testimonials and audience feedback from presentations follow below.

Contact details are: mail@anthonystanton.co.uk, tel. 07940 730822.

"Anthony gave the keynote address to your ACAS conference. The audience rated his session excellent." David Prince, Area Director, ACAS.

"Very good speaker and inspirational". HR Manager, technology company.

"The causal chain is something I can't wait to get to work tomorrow and use!" Senior HR Adviser, NHS primary care trust.

"Presentation was excellent, inspiring and thought provoking." HR Manager, charity sector.

"Anthony is an inspiring and engaging speaker on how people management drives bottom line performance." Course leader, post-graduate diploma in HRM programme.

'Anthony's extensive knowledge of his subject shone through, and he engaged everyone.' Chair Branch Chair.