



David & Michelle Bailey,
People Essentials*



James Bailey (no relation),
CEO Hailsham Roadways

A new initiative from People Essentials will help the construction sector to boost productivity, engagement and wellbeing

People Essentials, an established provider of engagement surveys and performance improvement programmes has launched a bespoke service for the construction industry. With this sector facing ever tighter margins and struggling to provide real customer satisfaction, ensuring that the work force is both motivated and engaged and can make a real difference.

Michelle Bailey, founder of People Essentials, said; "Recent figures estimate that productivity in construction is 25 percent lower than in 1997, which represents a huge challenge to leaders across the sector. The commercial value of knowing and understanding how to motivate and engage your people has gained acceptance over recent years, after all you wouldn't invest in a major piece of plant, put it on site and then walk away. You would look after it, maintain it and ensure that it is reliable and delivering every day. We need to be doing exactly the same with our construction workforce."

The company's development of a bespoke service for the construction industry draws on both Michelle's HR and employee engagement experience and that of husband, David Bailey who brings with him over 30 years of experience in the construction sector, including stints as a Regional Director with Balfour Beatty and most recently as Local Authorities Director at Costain. "I worked on several highly successful projects and key to this was developing the ability to work collaboratively in fully integrated teams that were able to provide innovative solutions focused on customer need and excellence in service delivery. This is the kind of approach that can only be achieved when every member of the team or organisation has a clear understanding of the bigger picture, their role and most importantly their value."

One of the first companies to embrace People Essentials' survey approach is Hailsham

Roadways, where all 70 staff members have been surveyed. The findings and an outline plan of action were revealed at the recent launch event, and both Michelle and David will be speaking at the forthcoming Wellbeing in Construction summit, taking place on November 8th.

Employee surveys can help companies to identify and manage the key factors influencing loyalty, engagement and wellbeing and then work with them to develop a framework for improvement. There are three main areas:

- Building Understanding - we help you understand what's important and where to focus for maximum commercial impact. Only by asking the right questions, in the right way, will you understand how to increase engagement, action change and achieve your goals.
- Maximising Performance - People Essential will help you create and implement ways of working that drive higher levels of employee engagement and performance
- Managing Risk - Surveys provide clarity on what your challenges are, as well as what needs to be done to solve them. They will help you establish effective KPIs so you can anticipate, manage and control change.

A launch event was attended by over 30 representatives of the construction industry and was well received. "Really useful and thought provoking", commented Nic Hunt, Sales Director, Onehundred Partnerships. Whilst Dave Pearce, Director, PTG Associates, said; "I thoroughly enjoyed the event, which was well attended by people right across the Industry. Michelle and David's presentations set out very clearly the services that People Essentials can offer and the benefits that can be gained. I believe that their people focused approach would add real value to my clients."

To coincide with the launch of the new service, People Essentials have also produced a book, entitled, "How to boost productivity, engagement & wellbeing; stress free strategies for leaders in construction." It is available on Amazon priced £8.99

Background

Based in Newbury, People Essentials, the engagement and people specialists was founded by Michelle Bailey in 2010. Michelle has worked for more than 25 years in Human Resources across a range of sectors including engineering, logistics, construction, retail and professional services. Michelle's experience combined with her membership of Engage for Success and role as a committee member of the Thames Valley CIPD means she has a diverse range of experience, as well as access to the latest thinking and best practice on people matters. Following the appointment of David Bailey, People Essentials has launched an Employee Engagement and Wellbeing Survey for leaders of major contracts and SME's in construction.

For more information about engagement and the company's range of services please visit www.peopleessentials.co.uk

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* High res images available on request

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