

Youmanage - helping British businesses effectively manage employees

British businesses have been highlighted as one of the worst in Europe for their people management skills yet it is widely acknowledged that good people management has a direct impact on productivity and the bottom line.

It is an issue which is recognised by none better than the forward-thinking directors of Youmanage who came up with an innovative online HR toolkit which acts as a single source solution for line managers.

A report published recently by Investors in People showed companies with good people management practices in place performed measurably better than those without.

The Directors of Youmanage, all of whom are former people managers themselves, identified a general breakdown in this area of British business, and had the foresight to recognise that organisations need a smarter way to support front-line managers, without just throwing more and more HR people at the problem. They used their experience and skills to develop a solution which they say could change the face of HR departments and people management in Britain.

Designed to improve the efficiency and performance of line managers and HR professionals, the innovative online toolkit provides users with all of the tools, information and guidance they need to manage effectively - in one place.

Phil Brown, Managing Director of Youmanage, explained the benefits of the system.

He said: "We have a wide range of clients who use our toolkit, from SMEs to large organisations with 100+ sites, and we're getting some excellent feedback - partly due to the amount of time and effort they have saved since investing in the Youmanage system, but also because it has enabled their managers to be more effective."

Allison Mann, HR Manager at Youmanage client, Womens Aid, agrees, "Our managers are now more empowered and as a result feel more

responsible for their management projects and tasks."

According to Phil, "These days most managers are so busy keeping on top of day-to-day operational issues they have to prioritise. As a result issues which they may not consider a priority, but which are important to an employee, can be put on the backburner. And if left for too long, it can come back to haunt them in the form of an unwanted leaver or even a tribunal. For some smaller companies this could spell the end of their business.

"The Youmanage system leads managers through step-by-step processes for common management tasks - from preparing for an interview to handling a disciplinary situation - and will proactively alert them if a task is overdue or a milestone is approaching. Our aim is to make it easier for managers to do the right things at the right time."

Phil has more than 15 years' experience in management and director-level roles in the technology, telecoms and consultancy sectors. He said the Youmanage system had proven particularly popular among organisations with more than one site, as it allowed managers to be more self-sufficient and better informed. Because it is web-based, managers can access all the information they need from wherever they are working.

The system supports organisations through the full employee lifecycle. At the click of a button managers can access every detail stored on a particular employee, from CV and job application, through to appraisals, training records and absence history, to resignation letter and exit interview.

The system incorporates training materials, standard HR letters and forms, guidance notes and other useful tools. With line managers and HR officials struggling to keep on top of day-to-day issues, it can be difficult to keep up to date with changes in



Phil Brown, MD of Youmanage

employment legislation. But the Youmanage system keeps them informed of the latest developments.

Additionally users are offered a range of support services, including implementation, consultation and training. Experienced CIPD-qualified HR consultants are on hand to assist clients with a broad range of people management issues.

Phil said: "We believe our system can save companies of all sizes tens of thousands of pounds. The system will help cut out a lot of unnecessary admin and reporting costs, as well as pro-actively alerting them to potential problems and providing them with a quicker, easier, more convenient solution to deal with those problems. For an organisation with an over-stretched HR team it may save them needing to recruit an additional head."

Phil Brown
Managing Director
Youmanage Ltd

phone: +44 (0)1753 245515
www.youmanage.co.uk

