

**Welcome to Tonic 4 Business.....**

*Keeping You to date on what's current in the world of good Business Leadership, HR practice, Employment Legislation and also what's new at Tonic 4 Business.*

**Business Leadership**

**"Performance Management - A necessary evil?"**

Human nature often dictates that we don't like to be measured, there can be fear of conflict and we often feel uncomfortable about giving and receiving feedback. This combined with an onerous weight of a form trail weighs heavy upon our shoulders.

When done well, a performance review should facilitate a quality discussion reviewing the individual's past performance, setting goals for the year ahead, and form the basis for making development and improvement plans.

In today's economic environment, ensuring everyone is performing at their highest level becomes even more imperative.

We look at the potential benefits of the process and how to minimise the pain. Read full article....

[click here.](#)

**Employment law and HR Practice updates**

**Employee claims sick pay while on holiday - will European Court ruling impact on Ireland?**  
[Read More](#)

**New Years Resolutions - for a Better Business**



Some suggestions on positive changes you can make for a Better Business in 2010:

- ✓ **Revamp your Business Strategy - make sure it is aligned with the current environment challenges.**
- ✓ **Review your cost base - identify waste (as per the principles of Lean) and work to reduce or eliminate.**
- ✓ **Involve your staff - get everyone involved in how to improve business - make the most of all your resources.**
- ✓ **Equip Managers with coping and change management skills - help them to lead change initiatives.**
- ✓ **What are your new year's resolutions going to be?...[Read More](#)**

If you would like help or advice with any of these topics contact us for a free initial consultation [mary@tonic4business.ie](mailto:mary@tonic4business.ie) or call +353 51 852473 or +353 87 290 2013.

**Design 4 Growth - helping Your Business Grow**

Aimed at the Small to Medium Sized Company, Design 4 Growth is a straightforward, four step review of your Business which gets the following outcomes:-

- > A Clear Vision for Your Business supported by your key stakeholders.
- > Strategies outlining how to achieve the Vision.
- > Organisation structure designed to add value to your business.
- > A Road Map to get you there with actions, timelines and responsibilities.

If you want a Successful, Profitable and Growing Business then contact [mary@tonic4business.ie](mailto:mary@tonic4business.ie) or call me at + 353 51 852473 or + 353 87 290 2013

*The Programme is tailored & costed to each Company's requirements .*



**Behaviour We Don't Want to Repeat!**

If anything underpins the importance of behaviours on the effectiveness of business we need only to look at recent events which have sent the Global Economy into decline.

If we look at how we got to this stage it is clear that the way in which some business leaders have acted or behaved have contributed to a large extent to the position we now find ourselves in - so let us have a look at what those behaviours have been and why going forward we must make sure that they are not repeated.

[Click hear](#) to read more and take part in our survey.