

Books to inform and inspire

Help is at hand with timely resources for HR practitioners navigating transformational change initiatives and uncertainty. These three books provide valuable guidance.

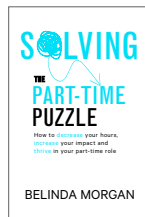


Naylor, D. (2023). *Speaking Up in a Culture of Silence.* New York: Routledge

Dr David Naylor is a professional consultant who found that he was often out of his depth giving advice on speaking up and challenging bullying behaviour in the workplace (leaning on useless clichés and platitudes). So he decided to study the subject: what causes us to remain silent when we know we should speak up, and how should we go about speaking up in a way that leads to better outcomes for all?

Each chapter uses real-world scenarios and examines how a change in attitude or behaviour can bring about a different outcome. The author is clear that he doesn't offer any magic solutions; instead he offers those facing similar situations encouragement to grow in confidence and find their own voice.

While the grammar and language are a little clunky, the book is structured in a way that makes it easy for the reader to pick the topic most relevant to them. The case studies also make the advice relatable and easy to apply.



Morgan, B. (2022). *Solving the Part-time Puzzle.* Sydney: Belinda Morgan.

Moving through the COVID-19 pandemic, much has been written and discussed on flexible work arrangements. This book focuses on one aspect of the subject: part-time work.

Some of this book is dedicated to practical advice for those looking to transition to part-time hours (scoping your role and optimising your time management). The rest, however, addresses the bias often attached to part-time work and aims to dispel the notion that part-time work equates to part-motivated, part-committed or part-capable.

The author firmly believes that with the proper planning, any role can be undertaken part time and takes the reader on a practical journey to explore their motivations for seeking part-time work and how to put together a sound implementation plan. This is an easy read and offers valuable discussion on an area of flexible work that is sometimes misunderstood.



Giles, B. (2022). *Onboarded. Onboarded. Australia: Evolution Partners.*

We all know that the cost of hiring a new employee is far greater than the cost in time of an

effective onboarding programme. And yet the author's research paints a confronting picture. New hires understand less than 10 per cent of what is expected of them one week after they start; however, this climbs to almost 50 per cent at the end of 90 days. In stark contrast, only 50 per cent of employers have an onboarding process that lasts more than one week.

This author makes a compelling and well-supported case for a structured 90-day onboarding process, and the Role Scorecard and Onboarding Sprint Plan are easy to follow and implement. He breaks down the cultural, management and process expectations for the role and outlines where a new employee should be in their understanding after one, two and three months.

Anyone not convinced that a well-conceived onboarding process is worth the time and energy, or not sure where to begin, need only read this book.



Aaron Smith, (EPMHRNZ, MBA) is a People & Culture Manager with Scenic Hotel Group. After taking up an HR administration role, he discovered a real passion for the profession. He has an interest in recruitment and employment relations and likes to keep up to date with developments in employment law.

Domains of knowledge

