



“All bad habits start slowly and gradually and before you know you have the habit, the habit has you.”  
- Zig Ziglar

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In Association With



Dear Sir/Madam,

Are you aware of just how significantly your employees' rights have changed in 2015?

These rights include; flexible working, shared parental leave, auto-enrolment and changes to the National Living Wage.

In light of these 2015 changes, we are hosting a short event to summarise your obligations as an employer – including expert advice to help you address common workplace issues such as;

- What to include in employee contracts, handbooks and policies
- How to manage employees 'upwards or out' of your business
- Managing employee absence from persistent and intermittent sickness or lateness.

We are pleased to be joined by Dr Yvonne Statham, of Changing Directions Associates Ltd and Mr Owen Charnley, of Pathway to Solutions, who are specialists in their fields of solution-focused practice in change management and will discuss;

- Strategically planning change and why it matters;
- Breaking bad habits – the five steps to 'change'
- KPIs & measuring change for future success

To find out more about Changing Directions and Pathway to Solutions please visit the following websites - [www.changingdirections.co.uk](http://www.changingdirections.co.uk) / [www.pathwaytosolutions.com](http://www.pathwaytosolutions.com)

Peninsula and Dr Yvonne Statham, of Changing Directions Associates Ltd and Mr Owen Charnley, of Pathway to Solutions will be on hand before and after this free event, to provide advice and support bespoke to your organisation's needs.

Early bird tickets are available at no cost for Business Owners/ Directors to attend – please RSVP promptly!

#### EVENT DETAILS:

**DATE:** Friday 18th March 2016

9.30am - 10.00am Refreshments  
10.00am - 1.00pm Event

**VENUE:** The Peninsula, Victoria Place, Manchester, M4 4FB (just opposite the M.E.N. Arena next to the Park Inn Hotel)

Book your place today by calling **0844 892 2771**, by texting **RSVP** to **60777** or by emailing [events@peninsula-uk.com](mailto:events@peninsula-uk.com), quoting ref: **39148**. This invitation is for the admittance of 2 people.

To maximise on your networking opportunity, please feel free to bring some business cards with you.

Yours Sincerely,

Peter Done, Managing Director, Peninsula Business Services

Peninsula Business Services Ltd • The Peninsula • Victoria Place • Manchester • M4 4FB  
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