Inspire best practice performance

Deveson-Crabbe



INSIGHTS AND STRATEGIES

Set of 61 videos

Experts and business leaders who have learned powerful lessons share their experiences and their strategies to achieve best practice.



Psychologist Eve Ash talks with leading business professionals





© SEVEN DIMENSIONS

INSIGHTS AND STRATEGIES SERIES SET OF 61 VIDEOS

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DVD SET PRICE		\$4697
1	DVD	\$187 each
2-4	DVDs	\$132 each
5-10	DVDs	\$110 each
11-19	DVDs	\$99 each
20-49	DVDs	\$88 each
50+	DVDs	\$77 each

Streaming Options Available

7D TV

BUSINESS SUCCESS AND PROFIT

8 practical videos filled with useful tips for business growth improving ROI.

- 1.7 Levers to Success
- 2. Increasing Website Traffic
- 3. Entrepreneur Skills
- 4. Taking Ideas into Business Reality
- 5. Improving Profitability in Tough Times
- 6. Growing a Franchise
- 7. Mergers, Acquisitions and Divestments
- 8. The Value of Employee Ownership

CRISIS MANAGEMENT MASTERY

5 powerful videos for any business developing their crisis management strategy.

- 1. Crisis Management Strategy Planning
- 2. Managing Crises and Brand Damage
- 3. The Power of Checklists in Crisis Management
- 4. Running an Effective Crisis Simulation
- 5. Achieving Best Practice in Crisis Management





CAREER SUCCESS STRATEGY

3 excellent videos with practical advice and strategies to help anyone wanting to boost their career, and improve their chances of success.

- 1. 4 Ways to Enhance your Career
- 2. Creating a Powerful Resume
- 3. Career Resilience

PERSONAL PRESENTATION **STRATEGY**

4 helpful videos to encourage people to consider new ways to develop their presentation style, increase confidence and achieve success.

- 1. Building Your Personal Brand
- 2. Elevator Pitch
- 3. A Positive Approach to Speaking
- 4. An Efficient Approach to Online Dating

Up-to-date business knowledge



POWERFUL LEADERS & POSITIVE CULTURE

8 insightful videos to inspire leaders to achieve best practice with their people.

- 1.4 Ways to Boost Your Leadership Skills
- 2. Planning and Scheduling for Results
- 3. Rock Star Leadership
- 4. A Formula for Team Success
- 5. You Manage the Culture
- 6. Culture and Oneness
- 7. Working with the Board
- 8. Inspiring Social Change

MARKETING, BRAND & REPUTATION

6 inspiring videos with up-to-date strategic advice on brand, reputation and marketing.

- 1. Brand Marketing
- 2. Creating Your Brand Proposition
- 3. Building Brand and Reputation
- 4. Stakeholder Reputation Research
- 5. The Value of Podcasts
- 6. Managing Bad Press

RECRUITING & DEVELOPING **HIGH ACHIEVERS**

3 pragmatic videos providing HR practitioners with useful advice and practical strategies.

- 1. Recruiting High Achievers
- 2. Setting Goals to Stretch and Grow
- 3. Career Management and Talent Review

INFLUENCING & SALES SKILLS

4 informative videos with useful strategies for people who serve, sell, lobby or influence.

- 1. Can I Help You?
- 2. Developing Sales Capabilities
- 3. Lobbying and Influence
- 4. Skills for Lobbying Government



LEGAL ISSUES AT WORK

4 specialized videos providing useful guidelines for every organization with legal concerns.

- 1. Take Care Giving Expert Advice
- 2. Seeking Legal Advice
- 3. Understanding Intellectual Property
- 4. Copyright Warning



HR STRATEGY & **MANAGEMENT**

8 pragmatic videos providing HR practitioners with useful advice and practical strategies.

- 1. HR Strategy and Management
- 2. HR Dashboard of Metrics and Analytics
- 3. Managing Recruitment Effectively
- 4. Implementing Successful Training
- 5. Reward and Remuneration
- 6. Performance Appraisals
- 7. Confidentiality Obligations by HR
- 8. The Induction Promise

MANAGING PEOPLE **PROBLEMS**

8 constructive videos to help leaders and HR staff tackle the tough people issues.

- 1. The Problem of Nightmare Staff
- 2. Gender Inequality
- 3. Bullying Even at the Top
- 4. Managing Disruptive Conduct
- 5. Managing Grievances
- 6. Skills for Managing Redundancy / Layoffs
- 7. Laying Off and Redeploying People
- 8. Unfair Dismissal

Inspire awareness and improvement

INSIGHTS AND **STRATEGIES**

BUSINESS SUCCESS AND PROFIT

8 practical videos filled with useful tips for business growth and improving ROI.

Psychologist Eve Ash interviews business professionals from different fields:

- Pete Williams Entrepreneur
- Sadhana Smiles Director RealChange
- Peter Wallbridge **HR** Consultant
- Angela Perry Lawyer

1. 7 Levers to Success

INSIGHTS01 | ISBN: 978-1-925176-02-5 | 14 minutes Pete Williams provides a framework for driving profit. Measure each lever and involve the team.

- Increase web traffic, opt-ins & conversions
- Average item price & items per transactions
- Items per period & gross margins

2. Increasing Website Traffic

INSIGHTS28 | ISBN: 978-1-925176-29-2 | 13 minutes Strategies from Pete Williams, entrepreneur.

- Google Adwords, Google Analytics & SEO
- Increase opt-ins & conversions, call to action

3. Entrepreneur Skills

INSIGHTS21 | ISBN: 978-1-925176-22-3 | 12 minutes Pete Williams discusses skills for success.

- Business skills, resilience, factual & analytical
- Inspiration & making it happen

4. Taking Ideas into Business Reality

INSIGHTS47 | ISBN: 978-1-925176-48-3 | 12 minutes Pete Williams explores the skills & strategies.

- Test idea in market & prove viability
- Elevator pitch, crowdfunding & marketing

5. Improving Profitability in Tough Times

INSIGHTS27 | ISBN: 978-1-925176-28-5 | 12 minutes Sadhana Smiles presents compelling insights.

- Review financials & market fluctuations
- Strategic, tough decisions & opportunity

6. Growing a Franchise

INSIGHTS23 | ISBN: 978-1-925176-24-7 | 11 minutes Sadhana Smiles' key steps for successful growth.

- Indicators, back & front end systems
- Brand standards, training & role models

7. Mergers, Acquisitions and **Divestments**

INSIGHTS36 | ISBN: 978-1-925176-37-7 | 17 minutes Peter Wallbridge's inside view on M&A activity.

- Structure, leadership & new culture
- Selling the rationale honestly

8. The Value of Employee Ownership

INSIGHTS51 | ISBN: 978-1-925176-52-0 | 12 minutes Angela Perry's advice on employee ownership.

- Best practice and business growth
- Employee & employer alignment

INFLUENCING & SALES SKILLS

4 informative videos with useful strategies for people who serve, sell, lobby or influence.

Psychologist Eve Ash interviews four business professionals who provide practical examples to help develop skills and capabilities:

- Sadhana Smiles Director RealChange
- Maria Deveson-Crabbe CEO, Marie Stopes International Australia
- Angela Perry Lawyer
- Pete Williams Entrepreneur



1. Can I Help You?

INSIGHTS10 | ISBN: 978-1-925176-11-7 | 14 minutes Engage customers from the first moment.

- Service turn off & pattern interrupt
- Body language, tone & new approaches

2. Developing Sales Capabilities

INSIGHTS19 | ISBN: 978-1-925176-20-9 | 13 minutes Sadhana Smiles explains how to develop sales people, so they achieve success.

- Hire for attitude, use work tests
- Personal business plan & training
- Create desire to belong



3. Lobbying and Influence

INSIGHTS30 | ISBN: 978-1-925176-31-5 | 13 minutes Understand how to effectively lobby for change.

- Prepare & overcome challenges
- Achieve through persistence

4. Skills for Lobbying Government

INSIGHTS43 | ISBN: 978-1-925176-44-5 | 13 minutes Maria Deveson-Crabbe explains how to present your case effectively to lobby for change.

- Determine stakeholders & use media
- Use experts, advocates & multiple strategies
- Simple messages are more powerful

Invaluable lessons for success

INSIGHTS AND **STRATEGIES**

CRISIS MANAGEMENT MASTERY

5 powerful videos for any business developing their crisis management strategy.

Psychologist Eve Ash interviews leading crisis management expert Ross Campbell, RCA Crisis Management



1. Crisis Management Strategy Planning

INSIGHTS17 | ISBN: 978-1-925176-18-6 | 15 minutes Identify threats and manage serious risk.

- Consider worst case scenarios
- Top team control & communication
- Message strategy & vision for success
- Prepare, rehearse & ensure business continuity

2. Managing Crises and **Brand Damage**

INSIGHTS32 | ISBN: 978-1-925176-33-9 | 15 minutes Plan and train for worst case scenarios.

- Crises get out of control very fast
- Losing control & business failure
- Planning & rehearsing a crisis response
- Using the dark site

3. The Power of Checklists in **Crisis Management**

INSIGHTS49 | ISBN: 978-1-925176-50-6 | 12 minutes Effective checklists for before, during and after.

- Response message strategy
- Checklists require detail and strategy
- Accountability and recovery
- How to construct a checklist

4. Running an Effective **Crisis Simulation**

INSIGHTS41 | ISBN: 978-1-925176-42-1 | 17 minutes Creating and facilitating crisis scenario training.

- Rehearse realistic crisis scenarios
- Debriefing & learning
- Measuring, evaluating & improving
- Communication & culture

5. Achieving Best Practice in **Crisis Management**

INSIGHTS04 | ISBN: 978-1-925176-05-6 | 15 minutes Powerful lessons learned from unfolding crises.

- Specialist & reliable communications
- Anticipate a domino effect
- Include a rest plan in the crisis plan
- Make people the priority



MARKETING, BRAND & REPUTATION

6 inspiring videos with up-to-date strategic advice on brand, reputation and marketing from experts in different fields.

Psychologist Eve Ash interviews:

- Sadhana Smiles Director, RealChange
- Ben Walkenhorst Founder, no fussing about
- Maria Deveson-Crabbe CEO, Marie Stopes International Australia
- Pete Williams Entrepreneur

1. Brand Marketing

INSIGHTS06 | ISBN: 978-1-925176-07-0 | 10 minutes Sadhana Smiles discusses how your brand reflects your product and service image.

- Competing brand messages
- Memorable & unified brand experience
- Creating the brand experience
- Moments of truth
- Measuring success

2. Creating Your Brand Proposition

INSIGHTS16 | ISBN: 978-1-925176-17-9 | 11 minutes Ensure your brand represents the image you want.

- Key to marketing & branding
- Value proposition
- Brand essence
- · Brand identity

3. Building Brand and Reputation

INSIGHTS07 | ISBN: 978-1-925176-08-7 | 15 minutes Build a powerful brand and secure your reputation.

- Brand or reputation
- Marketing your brand
- Damage control
- Brand experience

4. Stakeholder Reputation Research

INSIGHTS45 | ISBN: 978-1-925176-46-9 | 13 minutes Maria Deveson-Crabbe discusses how to uncover perceptions so you can build influence.

- What is Stakeholder Reputation Research?
- How does stakeholder research impact
- Stakeholder mapping and benchmarking
- The power of results

5. The Value of Podcasts

INSIGHTS52 | ISBN: 978-1-925176-53-7 | 15 minutes A powerful way to connect with your market.

- · Podcasting & content marketing
- How to make & distribute podcasts
- Common misconceptions
- Global audience & tracking results

6. Managing Bad Press

INSIGHTS31 | ISBN: 978-1-925176-32-2 | 15 minutes Maria Deveson-Crabbe shares a tragic case study with powerful lessons.

- Managing the media
- Turning it around
- Crisis management strategy

Inspire best practice performance

INSIGHTS AND **STRATEGIES**

HR STRATEGY & MANAGEMENT

8 pragmatic videos providing HR practitioners with useful advice and practical strategies from leading experts.

Psychologist Eve Ash interviews:

- Sadhana Smiles Director, RealChange
- Peter Wallbridge HR Consultant

1. HR Strategy and Management

INSIGHTS25 | ISBN: 978-1-925176-26-1 | 17 minutes Employee life cycle: recruitment to exit.

- HR fundamentals & employee proposition
- Performance management & change

2. HR Dashboard of Metrics and Analytics

INSIGHTS24 | ISBN: 978-1-925176-25-4 | 14 minutes People issues and value of HR dashboard.

- People, performance & remuneration
- Engagement surveys and OH&S

3. Managing Recruitment Effectively

INSIGHTS35 | ISBN: 978-1-925176-36-0 | 18 minutes Prepare for and manage recruitment like a star.

- Business story & targeted advertising
- Top criteria & evaluation matrix
- Behavioral interviewing & work tests

4. Implementing Successful Training

INSIGHTS26 | ISBN: 978-1-925176-27-8 | 12 minutes Develop a systematic approach to training.

- Business needs, skill gaps & PDPs
- Blended learning & engagement
- Plan, review, feedback & evaluation

5. Reward and Remuneration

INSIGHTS39 | ISBN: 978-1-925176-40-7 | 16 minutes Ensure fair and thorough strategy and policies.

- Research, transparency & consistency
- Allowances, premiums & creative benefits

6. Performance Appraisals

INSIGHTS37 | ISBN: 978-1-925176-38-4 | 14 minutes Conduct appraisals to ensure best outcomes.

- Plan & agree on goals KRAs & KPIs
- Values, attitudes, achievements & innovations

7. Confidentiality Obligations by HR

INSIGHTS13 | ISBN: 978-1-925176-14-8 | 7 minutes Understanding confidentiality expectations.

- Personnel data & employment contracts
- Implement an HR charter

8. The Induction Promise

INSIGHTS48 | ISBN: 978-1-925176-49-0 | 9 minutes Consistency of managers talking to recruits.

- Over-promising = disappointment
- Outcomes of a consistent message

RECRUITING & DEVELOPING HIGH ACHIEVERS

3 powerful videos with practical strategies to build a pool of high achievers.

Psychologist Eve Ash interviews:

- Jan Durrans EVP. Chief of Staff & Chief Performance Officer
- Peter Wallbridge **HR** Consultant



1. Recruiting High Achievers

INSIGHTS59 | ISBN: 978-1-925287-25-7 | 17 minutes Jan Durrans explains how to hire the best candidate, the problem solver not the problem

- Research insight into performer attitudes
- The problems with resumes
- Framing questions for high performers
- Consistent behavioral questions
- Careful listening and probing
- Respond to unsuccessful applicants

2. Setting Goals to Stretch and Grow

INSIGHTS58 | ISBN: 978-1-925287-24-0 | 13 minutes Jan Durrans uses goals to help team members

- Everyone needs clear and specific goals
- Qualitative, quantitative & tier goals
- Agree goals & measures & document
- Regular meetings to review
- Develop trust & challenging goals
- How to handle underachievers

3. Career Management and **Talent Review**

INSIGHTS11 | ISBN: 978-1-925176-12-4 | 14 minutes Practical tips for senior managers to plan succession.

- What is a talent review process?
- Comprehensive information packs
- Feedback on each individual
- Case study
- Future roles & succession plans
- Making the process a success



Learn and lead by example

INSIGHTS AND Strategies

POWERFUL LEADERS & POSITIVE CULTURE

8 insightful videos to inspire best practice from dynamic leaders and practitioners.

Psychologist Eve Ash interviews:

- Dean Judy Olian
 UCLA Anderson School of Management
- Jan Durrans
 EVP, Chief of Staff &
 Chief Performance Officer
- Peter Wallbridge HR Consultant
- Pete Williams
 Entrepreneur
- Sadhana Smiles
 Director, RealChange
- Maria Deveson-Crabbe
 CEO, Marie Stopes International Australia

1. 4 Ways to Boost Your Leadership Skills

INSIGHTS61 | ISBN: 978-1-925287-27-1 | 11 minutes Top strategies from Dean Judy Olian, UCLA Anderson School of Management.

- Learn more about yourself
- · Seek team diversity
- Encourage truth-tellers
- Maintain a healthy balance

2. Planning and Scheduling for Results

INSIGHTS57 | ISBN: 978-1-925287-23-3 | 17 minutes Strategies from Jan Durrans, an efficiency champion.

- Commit to a regular written plan
- Prioritize and schedule tasks
- Regular review & accountability
- Discipline & mindset for success

3. Rock Star Leadership

INSIGHTS40 | ISBN: 978-1-925176-41-4 | 11 minutes Key characteristics of outstanding leaders.

- Engaging your people & creating culture
- The caring leader
- The decisive leader
- The ambassador

4. A Formula for Team Success

INSIGHTS02 | ISBN: 978-1-925176-03-2 | 13 minutes How to ensure a successful virtual team.

- A-level attitude & skill
- Daily training & learning
- Everyone learns sales & marketing principles
- Daily reporting of achievements and challenges

5. You Manage the Culture

INSIGHTS56 | ISBN: 978-1-925176-57-5 | 9 minutes Ensure fair and thorough strategy and policies.

- Aware of self and others
- Warning signs of culture problems
- Strategies for re-engaging staff
- External expertise & team building

6. Culture and Oneness

INSIGHTS18 | ISBN: 978-1-925176-19-3 | 15 minutes Lead so your people are united in their work.

- Enabling environment & strong leaders
- Uniting people & resolving problems
- Measuring engagement
- Being an employer of choice

7. Working with the Board

INSIGHTS55 | ISBN: 978-1-925176-56-8 | 11 minutes Achieving success with boards.

- Governance and accountability
- Building a successful relationship
- Ensuring effective meetings
- Tips for presenting to boards

8. Inspiring Social Change

INSIGHTS29 | ISBN: 978-1-925176-30-8 | 14 minutes Creative ideas for championing social change.

- A champion drives the vision
- Link strategy to outcomes
- Branding & engagement
- Balanced scorecard & evaluation

LEGAL ISSUES AT WORK

4 specialized videos featuring Angela Perry, Lawyer, interviewed by Eve Ash psychologist, providing useful guidelines for every organization with legal concerns.

 Angela Perry Lawyer

1. Take Care Giving Expert Advice

INSIGHTS46 | ISBN: 978-1-925176-47-6 | 14 minutes Don't get caught out giving advice.

- Credibility, regulation & accreditation
- Formal vs informal & limitations

2. Seeking Legal Advice

INSIGHTS42 | ISBN: 978-1-925176-43-8 | 14 minutes Ensure best relationship and outcomes.

- Template document & contracts
- Fees, risk & liability

3. Understanding Intellectual Property

INSIGHTS53 | ISBN: 978-1-925176-54-4 | 14 minutes Learn about IP ownership at work.

- \bullet Employment contracts, $\ensuremath{\mathbb{C}}$ & trademarks
- Confidentiality & non-disclosure agreements

4. Copyright Warning

INSIGHTS14 | ISBN: 978-1-925176-15-5 | 13 minutes Sound advice to ensure copyright is protected.

- Permissions, logos, plagiarism
- Turn caution into creativity

Listen, learn, improve and grow

INSIGHTS AND **STRATEGIES**

CAREER SUCCESS STRATEGY

3 excellent videos with practical advice and strategies to help anyone wanting to boost their career, and improve their chances of success. Psychologist Eve Ash interviews two people with plenty of practical advice:

- Dean Judy Olian **UCLA Anderson School of Management**
- Peter Wallbridge **HR** Consultant



1. 4 Ways to Enhance your Career

INSIGHTS60 | ISBN: 978-1-925287-26-4 | 11 minutes Personal strategies used by Dean Judy Olian in her own career.

- Say YES to assignments
- Uphold 100% integrity
- Step out of safe zone
- Learn from failure

2. Creating a Powerful Resume

INSIGHTS15 | ISBN: 978-1-925176-16-2 | 17 minutes Peter Wallbridge explains how your resume should stand out and attract recruiters.

- Typos, grammar & font size
- Page 1, referees & covering letter
- Use action words & show improvements
- Qualifications, awards & special skills
- Community section & gaps



3. Career Resilience

INSIGHTS12 | ISBN: 978-1-925176-13-1 | 14 minutes Peter Wallbridge discusses personal capabilities to do well in tough times.

- Distinctive competencies & volunteering
- Elevator pitch, capabilities & achievements
- Support from HR & career experts
- Turning a retrenchment into an opportunity

PERSONAL PRESENTATION **STRATEGY**

4 helpful videos to encourage people to consider new ways to develop their presentation style, increase confidence and achieve success. Psychologist Eve Ash uncovers strategies and useful advice from:

- Sadhana Smiles Director, RealChange
- Ben Walkenhorst Founder, no fussing about





1. Building Your Personal Brand

INSIGHTS08 | ISBN: 978-1-925176-09-4 | 13 minutes Sadhana Smiles explains how to ensure your personal brand is positive.

- Strategic approach, tangibles & intangibles
- Social media networks & new approaches
- Competitions, awards & giving back

2. Elevator Pitch

INSIGHTS20 | ISBN: 978-1-925176-21-6 | 10 minutes Ben Walkenhorst offers practical tips to impress with your elevator pitch.

- Engage in genuine conversation
- Research & know your audience
- Grabbing attention, examples & benefits

3. A Positive Approach to Speaking

INSIGHTS03 | ISBN: 978-1-925176-04-9 | 8 minutes Sadhana Smiles shares the enthusiasm needed to make a presentation.

- Unlock your passion
- Display your goals
- Inspire, be natural, be yourself
- Feedback for improvement

4. An Efficient Approach to Online Dating

INSIGHTS05 | ISBN: 978-1-925176-06-3 | 14 minutes Sadhana Smiles explores strategies for single business people to save time on dating.

- Differentiating yourself & others
- Selection criteria & assessing
- Connecting safely & honestly
- Mindset for online dating

Develop people management skills

INSIGHTS AND **STRATEGIES**

MANAGING PEOPLE PROBLEMS

8 constructive videos to help leaders and HR staff tackle the tough people issues. Psychologist Eve Ash interviews two outstanding consultants with years of practical experience who provide business knowledge and experience:

- Peter Wallbridge **HR** Consultant
- Sadhana Smiles Director, RealChange



1. The Problem of Nightmare Staff

INSIGHTS50 | ISBN: 978-1-925176-51-3 | 15 minutes There are a range of strategies for dealing with problem staff.

- Understand the person's position
- Consider your management style
- Reduce emotion & seek input
- Agree on problem & action plan
- Performance plan with measurables
- Measuring & training
- Manager's mindset & commitment
- Warnings & written evidence
- Managing the exit



2. Gender Inequality

INSIGHTS22 | ISBN: 978-1-925176-23-0 | 10 minutes Understand the importance of addressing gender balance.

- Businesses benefit from gender balance
- Women are under-represented at higher levels
- Remuneration inequality impacts lifestyle
- The flow-on effect
- Develop the skill of asking
- Strategies for gender equality
- Learn how to work together

3. Bullying Even at the Top

INSIGHTS09 | ISBN: 978-1-925176-10-0 | 19 minutes Exploring the problem of bullying, even at the senior levels.

- Types of bullying
- Is undermining bullying?
- Bullying by text & email
- Bullying phone calls
- Responding to bullying
- Discussing the problem
- Zero tolerance
- Training & documentation
- Facts provide insight
- The bully
- Take action

4. Managing Disruptive Conduct

INSIGHTS33 | ISBN: 978-1-925176-34-6 | 10 minutes Understanding the issues and ensuring a code

- What is disruptive conduct?
- Complaints about colleagues
- The HR intervention
- Resolving a problem through consultation
- Open discussion & ground rules
- Organizational code of conduct
- Personal standards & respectful discussions
- Key points

5. Managing Grievances

INSIGHTS34 | ISBN: 978-1-925176-35-3 | 17 minutes Steps to ensure grievances are managed well.

- Assess seriousness of problem
- Dealing with low-level complaints
- Managing more serious problems
- Start the investigation
- A question of confidentiality
- HR obligations for serious allegations
- Crossing the line
- · Key points

6. Skills for Managing Redundancy / Layoffs

INSIGHTS44 | ISBN: 978-1-925176-45-2 | 10 minutes Companies change, roles change and some people don't perform.

- Is the redundancy genuine?
- Use flexible employment contracts
- Be objective and factual
- Don't assume how people will react
- Balancing priorities

7. Laying Off and Redeploying People

INSIGHTS38 | ISBN: 978-1-925176-39-1 | 14 minutes Manage the challenges and sensitivities effectively.

- The starting point is policy
- Clarify the structure & new roles
- The language to use
- Preparing for a large scale change
- Key questions and policy decisions
- Restructuring and voluntary redundancy
- Developing the internal capability
- The transition phase
- Emotions & resilience
- Communicate throughout the process

8. Unfair Dismissal

INSIGHTS54 | ISBN: 978-1-925176-55-1 | 10 minutes Insights and understanding about problem areas.

- What is unfair dismissal?
- Why do people claim unfair dismissal?
- Investigating unfair dismissal
- Thorough documentation
- Ensure policies are followed
- The cost of unfair dismissal
- Minimize risk of unfair dismissal