



# IRIS Inspire

Your monthly newsletter

## Welcome to the March edition of IRIS Inspire!

As we say goodbye to winter's chill and eagerly await next week's arrival of the spring's warmth, this month we are reflecting on the wealth of blossoming buds outside and focusing on the growth and vitality of our most valuable assets — our employees.

So let's embark on a journey filled with insights on employee wellbeing, engagement, and the art of nurturing talent! We'll be highlighting our comprehensive guides, insightful blogs, enriching webinars, and engaging podcasts to keep up with the latest in recruitment, employee wellbeing and more!

**Happy Reading!**  
**Your HCM Sector Team.**



## Tune into our recent podcasts:

### Are you a manager or a coach?

In our latest podcast, we discuss how a manager can become more of a 'coach' by tuning into the emotional side of management whilst continuing to juggle the needs of both the business and the team.

[Listen now](#)

### Sharpen your recruitment arrow:

Join us as we explore the true impact of using technology automation and AI as part of your recruitment activity and showcase how you and your team can reap significant time savings and empower every hour.

[Catch up now](#)





## Read our newest blogs:

### **People management needs to change:**

Almost one third of UK workers have quit a job because of workplace culture. The issue has garnered so much concern that the Chartered Management Institute has voiced widespread fears about the quality of management in the UK. Read more in our blog!

[Read more here](#)

### **Six top tips to help fill those urgent roles:**

Our latest survey found while 72% of businesses have plans to grow in 2024, more than half ranked staffing and recruitment as their number one issue hindering these aspirations. Find out more in this blog!

[Find out more](#)



## Check out our recent guides:

### **Retaining top talent in a modern workforce:**

Need help with employee retention? Look no further. This free guide explores how you can tackle your staff retention challenges using smart talent management software and strategy.

#### **Read about:**

- How retention affects recruitment.
- Talent management strategy inspired by workplace trends.
- HR staff management techniques to retain top talent.

[Read our HR Handbook](#)

### **Recruitment: Essential guide to business growth:**

Businesses are struggling with recruitment due to a shortage of skilled workers and budget constraints. Factors like learning & development and workplace culture are equally important.

This guide offers best practices to enhance recruitment efforts, addressing everything from recruitment fundamentals to crafting a robust talent acquisition strategy.

[Read our IRIS Success Kit](#)



## Dates for your diary:

### **Wednesday 6th March 2024:**

#### **Spring Budget**

The Chancellor of the Exchequer presented his Spring Budget 2024 to Parliament last week, some of the key takeaways being:

- From April 6th 2024, National Insurance will be cut by 2p.
- National Insurance Contributions for employees will be cut from April 6th 2024.
- The threshold at which parents paying the High Income Child Benefit Charge, from £50,000 to £60,000.



## Check out our webinars:



### **Cascade Update**

Don't miss out on our highly anticipated webinar where we'll dive deep into all things Cascade HRi. We're thrilled to bring you the latest insights and updates to help you maximise the potential of your HR operations.

[Cascade update](#)



### **Networkx Update**

Are you ready to unleash the full potential of IRIS Networkx? Watch our product update webinar where we unveiled the latest improvements and gave a sneak peek into the exciting upcoming features.

[Networkx update](#)



### **Recruitment Module**

Explore the groundbreaking BRAND-NEW recruitment module from IRIS Networkx! With seamless integration with IRIS Cascade HRi, Networkx provides unparalleled efficiencies that no other ATS provider can match.

[Recruitment](#)



## Customer Success Story:

### **The only way is Upp thanks to partnership with Staffology Payroll!**

In the dynamic landscape of business growth, selecting the right payroll software becomes a pivotal decision that can shape the trajectory of success. With the right solution, payroll can be compliant, error-free, and smooth to process.

With the business growing from 6 people to 100 people in the first year, the team at Upp identified the critical importance of finding the perfect payroll provider to support the next phase of growth. They needed a system that could navigate the challenges of scalability and agility with seamless business operations management during periods of accelerated growth.

[Read more here](#)



## Partner Spotlight:

### **Circular Benefits:**

Circular Benefits is an employee benefits platform that plugs seamlessly into your IRIS HR Software solution. Where time, resources, and budgets are precious commodities, unlike traditional platforms that demand exhaustive time, intricate knowledge, and significant financial commitment, their approach remains steadfast in simplicity.

[Visit Circular Benefits](#)

### **Appraisd:**

Appraisd is the dedicated performance management platform that helps your business execute on strategic goals and retain key talent. Their flexible and intuitive platform is designed to reduce HR admin, develop your teams and drive proactive behaviour among managers and employees.

[Read Appraisd's guide](#)



## NPS - what is it?

Your feedback is important to IRIS. It gives us valuable insight into what we are doing right and where improvements need to be made. Please look out for our next Net Promoter Score survey (NPS) which will be live from 26th February.

NPS is an industry-recognised index that measures the willingness of customers to recommend a company's products and services to others. The index has been devised for gauging customers' satisfaction and loyalty to a business. It helps IRIS understand how customers feel about us by asking the simple question, "how likely are you to recommend IRIS?". The responses from this will be used to drive customer-focused change.

We will provide an update to customers in the coming months with a summary of the results and what actions we are undertaking. Thank you in advance for your feedback!



### **Podcasts**

Welcome to IRIS Interviews - our new podcasts aiming to help working professionals add value and thrive.



### **Webinars**

All of our webinars are free and ready for you to watch. With sessions running every week and wide topics covered, you won't miss a thing.



### **Blogs**

The IRIS Blog is the central location for product updates, guest articles and industry insights.



The IRIS Inspire is a monthly resource. If you think that your colleagues might benefit from receiving our newsletter, they can opt-in to receive future updates using the following [form](#). Alternatively, if you would like to opt-out of receiving our newsletter please do so [here](#).

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Have you left us a review on [Trustpilot](#)?

Our score on [TrustPilot](#) is incredibly important to us - if you're able to spare a few minutes to leave us a review, we'd really appreciate it.

[Leave a review here](#)



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