

Green Harvest News | February 2024

WELCOME TO OUR NEWSLETTER

A MESSAGE FROM EMMANUEL , CEO

CEO'S FEBRUARY NEWSLETTER - NURTURING GROWTH AND BUILDING MOMENTUM

Dear Team,

Kaizen in Action:

Building on last month's theme, let's continue to embody Kaizen in all aspects of our work. Remember, incremental improvements lead to significant progress. Share your ideas, embrace change, and let's collectively make the "Green Harvest Way" better each day.

As we embrace the opportunities and challenges February brings, let's approach our work with enthusiasm, determination, and a commitment to excellence. Together, we are shaping a future where outstanding outcomes are not just a goal but a reality.

Wishing you a February filled with growth, collaboration, and moments of accomplishment.

Warm regards,

Emmanuel Toje
CEO, Green Harvest CC Ltd

NEWS FROM THE FARM! – A MESSAGE FROM HELEN HOGGINS, HEAD OF OPERATIONS

Just a quick note to say well done for making it through the 6 months that is January!!

I hope that some of you were able to make use of the “Blues Busting” tips from last month and that you move into February intact!!

As we start the year, I am focused on how we ensure we integrate the Kaizen principles introduced by Emmanuel and ensure they are embedded into our daily practices. I would love to hear from you as to how you are personally applying this to your thinking.

I will be shortly sending out our ‘Pathways to Leadership’ document. This is a ‘roadmap’ to succession planning.

It will look at each service and demonstrate the potential career progression open to you... It will seek to highlight the behaviours, attitudes, values, skills and qualifications necessary to progress within the organisation. Even if you do not want to eventually land in my shoes as Head of Operations, understanding how you can continually improve within your own role should be a goal that everyone seeks in ensuring you get satisfaction in a job well done.

For me, in relation to Kaizen and how I am seeking to improve my performance, I am trying to ensure that I apply the T.H.I.N.K. principle to my work. Whilst this is a really simple acronym, I think it is very powerful. I ask myself....

T – Truthful – Am I being true to my values and principles and that of the organisation? Do my thoughts and deeds demonstrate integrity and are they congruent with the values of the organisation?

H – Helpful – Are my thoughts and actions helping us towards our mission? Where I encounter behaviours or attitudes in others that are not do I challenge this? Am I a team player? Am I ‘available’? – I know being seen as being ‘busy’ can make people feel as if they shouldn’t ‘bother’ you, the idea of this genuinely makes me feel sad. If you want to reach out because you have ideas for improvement, no matter how busy I am, I will always want to hear this!

I – Inspiring – How do I make each interaction/communication I have with you ‘inspiring’, Inspiring you to be better, do better and reward vision, passion and inspiration? I know I, like all managers, I don’t always get this right and often people feel as if they are not valued, I am trying really hard in my Kaizen year, to ensure that all good practices, behaviours and attitudes are reinforced with my thanks.

N – Necessary – Is what I am doing necessary? So often we can get caught up in doing things because we have always done it that way, but that does not mean it is the best way! Being brave enough to review practice, systems and processes even to make small changes can make a huge difference... I may explore the concept of ‘Marginal Gains’ in another newsletter! In the meantime, here is a link to a YouTube video... <https://youtu.be/NQxYlu12ji8>

K – Kind – Am I being kind to myself and others? Even where a challenge is necessary, it can be done in a kind and respectful way. I believe that if people are made to feel bad, they are less likely to display the kinds of behaviours needed to create necessary change. Being kind also means being accepting of my mistakes, being strong enough to own them and brave enough to learn and knowing that people will be kind enough to allow me the opportunity to grow.



A MESSAGE FROM KAY KARUNAKARAN (REGISTERED MANAGER)

Hello from Thomas Bata!

This month I would like to take time to say a big thank you to the team for pushing through this month despite all the sickness we have had. I know it has not been easy, but we got through it!

This month we have seen a decrease in incidents and it's safe to say our young man feels very settled and at home with us to quote him "This is my Gaff ! ".

I have to say this is down to the consistent and persistent approach the team have been providing our young person, although there have been ups and downs at the end of the day, consistency has provided security for a young person who has felt rejection for most of his teenage years.

Having been able to provide our young person with this sense of security and belonging, we are now excitingly looking for our next young person to join our lovely little family in Thomas Bata.

★ ★ ★ ★ ★ **GO TEAM!** ★ ★ ★ ★ ★

SUPPORTED ACCOMMODATION

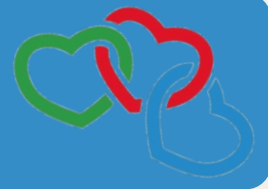


A MESSAGE FROM GARY MACEY (SERVICE MANAGER)

As we bid farewell to Natalie, who has been a cherished young person of the Campbell Road community, it's impossible to ignore the profound impact she has had on numerous Green Harvest staff members over the last three years.

In this moment of gratitude, I want to extend a special thank you to both Ann-Marie and Akeem. Your guidance and support have played a pivotal role in Natalie's journey, and she holds both of you in high regard. Natalie's growth and accomplishments are a testament to the positive influence you've had on her life. Thank you for your unwavering dedication and the difference you've made in Natalie's life.

FAMILY ASSESMENT



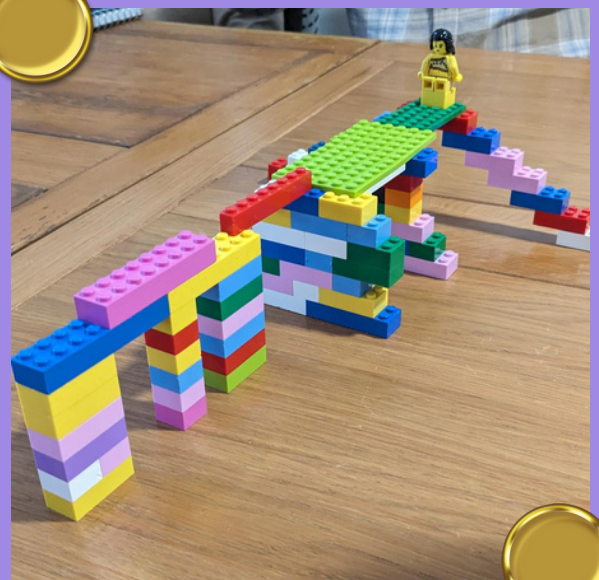
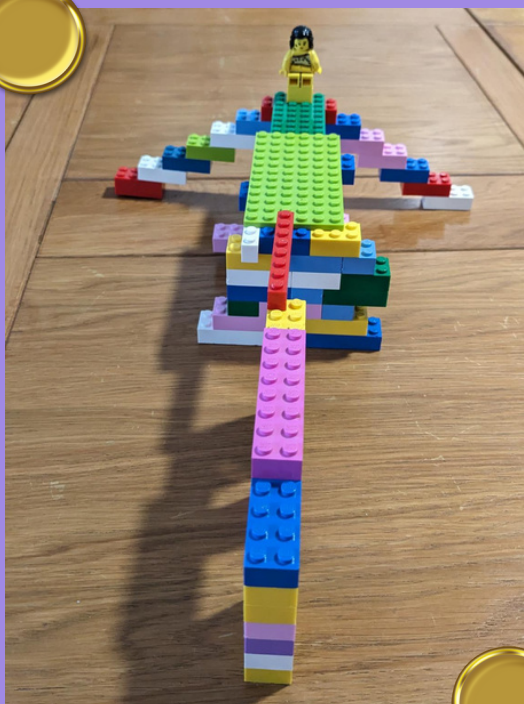
The Groves has been striving and has admitted two families into the centre in the month of January. The team has been having further training on Child Development to enable them to continue to meet the needs of the children and families through their assessment.

CHECK OUT OUR MONTHLY BOARD!

This is our notice board completed by Marcus. This is to encourage the residents around Internet Safety. As more and more personal information is shared online, it's important to be aware of the risks and take precautions to stay safe.



As a part of our team meeting, a different staff member each week starts with an activity. This activity focused on staff pairing up and using communication to build a bridge in pairs. Once the bridges were created, the whole team then needed to connect the bridges.



EMPLOYEE OF THE MONTH



SUPPORTED ACCOMMODATION



Christabel Abel

Christabel's incredible versatility in her approach has truly shone through. In just a short span of a few months, she has successfully cultivated a profoundly positive and impactful relationship with NS from Campbell Road. Witnessing this relationship flourish serves as a powerful reminder of the meaningful impact we can achieve through our dedicated efforts!



FAMILY ASSESSMENT

Edward has demonstrated an exceptional commitment to our team over the past month. He consistently goes above and beyond to provide helpful and thoughtful assistance to his colleagues.



Edward Sutton



EMPLOYEE TO-DO LIST:

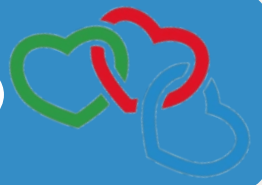


- Check & complete allocated tasks on Asana
- Ensure everyone wears their Staff ID at all times
- MOST IMPORTANTLY - KEEP DOING AN AMAZING JOB!

TO VIEW OUR INSURANCE POLICY, PLEASE CLICK THIS HEART



EMPLOYEE HIGHLIGHTS



HAPPY BIRTHDAY

We are celebrating these birthdays
in February:

- Akotaobi Doreen
- Grace Eleweke
- Mohammed Ali
- Uwem Jane Morohunfolo
- Edward Sutton



QUOTE OF THE MONTH



February:

"Spread love everywhere you go. Let no one ever come to you without leaving happier."

-Mother Teresa



THIS MONTH'S AWARENESS

With February being LGBT History Month, it's a great time to reflect on and celebrate the experiences and contributions of LGBTQ+ people.



RANDOM SHOWER THOUGHTS

" Can you daydream at night? "

" Did the plant or seed come first? "

" We could be in backgrounds of people's favourite photos. "

" Why aren't iPhone chargers called Apple juice? "

" Your first birthday is actually your second birthday. "

PUNNY JOKES

Why did the birthday boy wrap himself in paper? He wanted to live in the present.

What does a house wear? A dress.

What do you call a bear with no teeth? A gummy bear!

What did the full glass say to the empty glass? You look drunk.

Why should you wear glasses to maths class? Because it helps with division.

FOLLOW

US ON SOCIALS!



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greenharvestcc



Green Harvest CC Ltd





GREEN HARVEST
Let's Build A Successful Future Together

WE WANT YOUR

F E E D B A C K

Finally, we would like to hear more from you....

Up until now, the newsletter has been mostly put together by senior leaders – we would really like to hear from you, whether this is an account of some practice that you feel others would benefit from hearing about, passing on some training you have received, highlight something you have read or sharing your passions and talents, we love a poem or piece of art inspired by your work....

We'd love to hear your thoughts, and I'm sure your colleagues would too. Feel free to share your suggestions either with the manager or directly with the admin at admin@greenharvestcc.com

We will keep you posted as we progress with our actions.



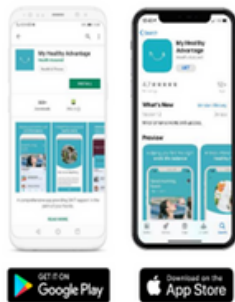
GREEN HARVEST
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Health Assured - Here to support you

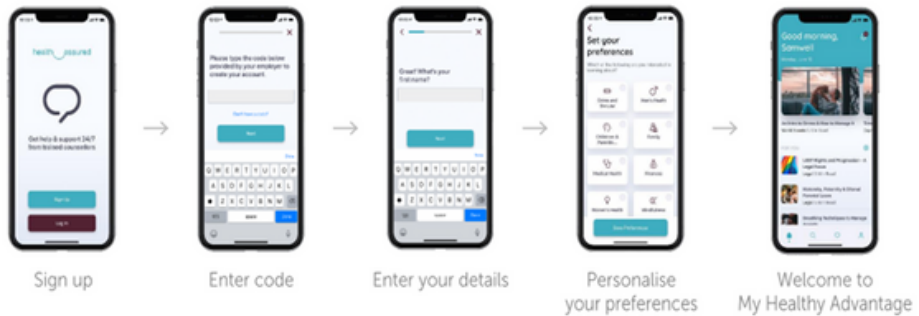
Download & register My Healthy Advantage

Our new health and wellbeing mobile app provides an enhanced set of wellbeing tools and engagement features. Follow these simple steps to download and register your My Health Advantage app.

1. Download



2. Register



Log In Details

Unique app code/Employer code: MHA256343

Wellbeing Portal Link: HealthAssuredEap.co.uk

Username: wellbeing

Password: rentdropsnap

Free 24 hour confidential helpline:

0800 028 0199

healthassuredeap.com