

WELCOME TO OUR NEWSLETTER

A MESSAGE FROM EMMANUEL , CEO

CEO'S JANUARY NEWSLETTER - EMBRACING KAIZEN FOR A REMARKABLE 2024

Dear Team,

Happy New Year! I trust you had a rejuvenating time with family and friends during the festive season.

As we embark on the journey that is 2024, January presents itself as the opportune month for setting goals and envisioning the remarkable year that lies ahead. I encourage each one of you to not only set personal goals but also actively contribute to our organizational objectives.

Organizational Goals and Your Role:

Our collective success hinges on your individual contributions. I invite you to share your suggestions and goals for the organization with your manager. Consider what you can champion or implement to propel us forward. Together, we can shape the trajectory of our organization and make strides towards our shared mission.

Embracing Kaizen - Change for the Better:

Our theme for the year is Kaizen, a Japanese term signifying "change for the better" or continuous improvement. It is a philosophy deeply rooted in Japanese business practices, emphasizing gradual and methodical processes that involve all employees in the pursuit of excellence.

Aligned with our mission of accomplishing outstanding outcomes by 2026, Kaizen will guide us in the following steps:

Understanding the Status Quo:

Take a moment to reflect on the challenges we've overcome, the goals we've reached, and the positive changes we've made together. Your dedication and hard work have been instrumental in our success.

Establishing the "Green Harvest Way" (GHW):

Working together, we will define and establish our unique approach, the "Green Harvest Way," with a commitment to surpassing the status quo.

Continuous Improvement of the GHW:

Kaizen encourages us to make incremental improvements daily. Let's focus on enhancing the "GHW" through ongoing collaboration and innovation.



改 善

KAI = Change

ZEN = Good

Don't Forget

Remember, improvement doesn't have to be drastic; even a daily 1% enhancement in all we do can lead to significant progress over time.



Practical Steps: Document, Discuss, Improve:

To kickstart this journey, take the first step by documenting your current processes. Engage with your team and manager to discuss these processes and collectively explore ways to improve them. Your insights and suggestions are invaluable in this pursuit of excellence.



In Pursuit of Happiness:

Lastly, let's keep in mind that happiness often accompanies the achievement or surpassing of set targets. As we work towards our goals, let the joy of progress be a constant companion on this journey.

I am wishing each of you a January filled with purpose, innovation, and the fulfilment of both personal and professional aspirations.

Here's to a remarkable 2024!

Warm regards,

Emmanuel Hoje

CEO, Green Harvest CC Ltd

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

Happy New Year!

I hope you all had a great holiday season, however you chose to celebrate (or not!)

I just wanted to thank you again for all your work over the last year and as we look back on the year, we should feel proud of all we have achieved together. For those who were able to attend the Christmas Party, thank you for making it such a memorable event. It was such a joyous celebration of teamwork and pride in all we do together on behalf of our children, families and young people.

My thought this month is focused on adult mental well-being. January is traditionally a tough month as post-holiday blues kick in and we return to the routines of normal daily life.... We can also put unnecessary pressure on ourselves with “ New year, New me”, making unrealistic resolutions, where we are setting ourselves up to fail... Be kind to yourself!

Here are some thoughts of things that might help courtesy of <https://www.happiness.com>

7 strategies to beating the January Blues

1. EMBRACE WINTER ACTIVITIES

Physical activity is a great mood booster that is proven to help fend off depression. Although exercising is probably the last thing you feel like doing at this time of the year, the benefits are so worth it that once you get going, you'll want to keep going!

Indeed, recent studies claim that both short sessions of high-intensity exercise and longer sessions of low-intensity activity are effective at keeping the blues at bay. The season itself offers opportunities to try something new, whether it is going for a countryside coastal walk in nature or ice skating. The strong-willed among you may even want to consider a dose of winter wild swimming!



2. TAKE A TRIP

Going on a trip is scientifically proven to improve your mood and help you beat the January blues and new year's depression, especially if it's somewhere sunny. That's because our bodies create Vitamin D from sunlight, and this vitamin is directly linked to our mood. You don't need to go on a long trip – even a weekend getaway can make a difference.

But what if your finances are tight after the holiday season? Fear not. Interestingly, the simple fact of just planning or researching a trip can improve your mood. Studies have found that pre-trip happiness acts as a mood booster, as it fills us with anticipation of good things to come. So, even though many of us may not be able to travel to sunny climes to avoid the January blues right now, we can at least get on the net and start researching where we want to go next.

3. SKIP RESOLUTIONS AND TAKE UP A NEW HOBBY

New Year resolutions can be a double-edged sword: on the one hand, they can motivate us, but since only 8 per cent of people follow them through, failing to achieve them can make us feel inadequate. To take the pressure off and still work towards something meaningful, why not take up a new hobby for one month only? The idea is to find something that inspires you and gets you through January. If you find yourself really enjoying it, you can then continue it for the rest of the year.

4. WARM-UP

Never underestimate the healing effect of warmth, especially during the coldest months of the year. In fact, our bodies are meant to be comforted by warmth – this is why we seek the sun or find so much pleasure in our favourite cup of tea, coffee or chocolate.

If you're feeling down with the January blues, take your time to enjoy a long soak in a warm, relaxing bath (even better if you add some warming essential oils like rosemary, ginger or cardamom). According to researchers, even just touching something warm can give us a little happiness boost.

5. FIND SOMETHING FUN TO DO WITH FRIENDS

January's bleak weather and lack of funds can make it very tempting to stay home and veg out all day. But instead of giving in to staying in, it's worth finding ways of staying active and sociable. For example, collective plans or resolutions can help you stay accountable and motivated, making you more resilient to New Year depression.

And there are tons of activities you can enjoy with others without spending a lot of money. For example, you could gather at a friend's home and learn a new dance using YouTube videos, organize healthy and budget-friendly cooking competitions, have a wardrobe clear-out and swap session, or even have a go at geocaching.

Or as we saw at the party.... Singing together has massive benefits for lifting spirits!!

6. EAT WELL

When it comes to our diet, Christmas and New Year are usually synonymous with excess. Some of us love to indulge in mince pies, Christmas pudding, and other high-carb and high-sugar treats, but overeating these foods can lead to low energy and a dark mood typical of the January blues. To counter this, include nourishing good mood foods in every meal, especially those rich in omega-3 oils, which according to some studies can help fight pessimism and sadness.

7. CHECK FOR SAD

If you're really struggling to keep a positive mindset or if your health is negatively affected every time January arrives, you may be suffering from SAD (Seasonal Affective Disorder). This condition affects 10 million people in the US and 1 in 3 in the UK. The symptoms include irritability, tearfulness, low self-esteem, high stress, lethargy, and a loss of interest in things that we'd normally find enjoyable.

It's important to speak to your doctor if you suspect you may have **SAD** since in some people this can evolve into depressive symptoms. You should know that treatment is available and you don't need to let this type of January blues or depression take over. Your doctor may recommend Vitamin D supplements, using a light therapy box, going for walks whenever there's sunlight, or in some cases, medication.

Conclusion: You can beat the January Blues

This winter, don't let the January blues spoil your mood and well-being. Use the suggestions above to prevent the symptoms from developing, and if you find yourself struggling despite your best efforts, seek help. You're not alone and every step you take to beat the winter blues will be a worthwhile investment in your overall physical and mental health.

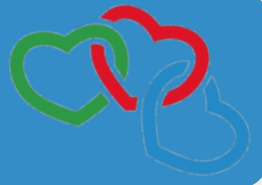
CHILDREN'S HOME



A MESSAGE FROM KAY KARUNAKARAN (REGISTERED MANAGER)

I would like to say a big thank you to the Thomas Bata team for all the hard work they put in to ensure our young person had a positive experience over the festive period.

SUPPORTED ACCOMMODATION



A MESSAGE FROM GARY MACEY (SERVICE MANAGER)

I want to extend my heartfelt thanks to each and every one of the Supported Accommodation staff for your unwavering dedication and hard work during the festive season. Your commitment ensured that our young people experienced a warm and joyful atmosphere during Christmas and New Year's celebrations. Your efforts truly made a difference and created a sense of home and community for those in our accommodations.

As we venture into the year ahead, I am thrilled to share that we are on the brink of an important milestone - the anticipation of becoming Ofsted registered. This accomplishment is a testament to our collective commitment to excellence and high standards. I'm excited about the opportunities this registration will bring and the positive impact it will have on our young people and our team.

Let's continue our journey with enthusiasm and determination, embracing the new challenges and successes that await us in the coming year.

FAMILY ASSESSMENT

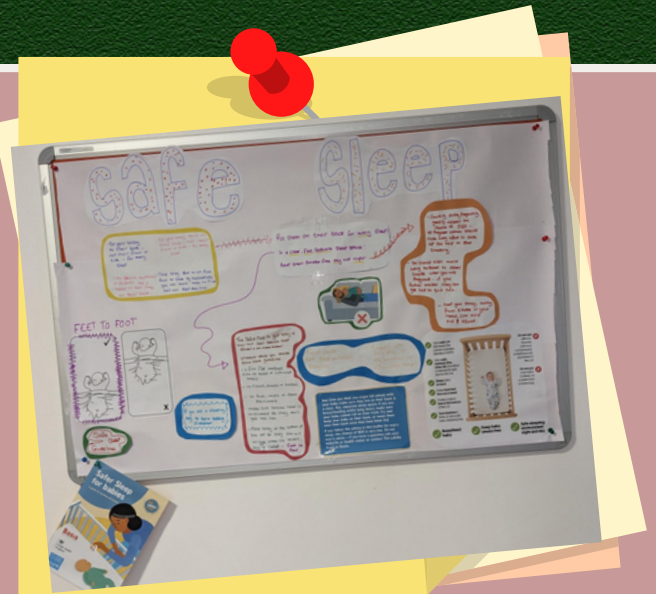


We had our third assessment end, which was a successful outcome for the baby. We would like to acknowledge Katrina's effort in supporting Mum in managing the move-out.

A new family moved in assessment, this will be the team's 5th assessment for 2023 and Ryan's second-time Key Working.

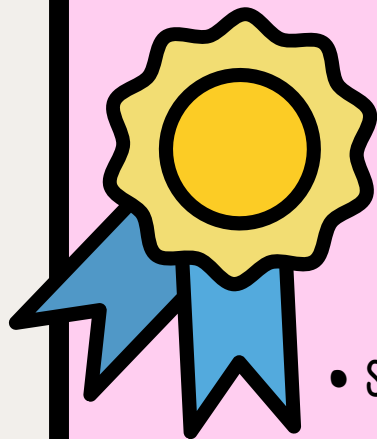
CHECK OUT OUR MONTHLY BOARD!

This is our notice board completed by Libby - it aims to support our parents to understand the importance of safe sleeping and what steps they need to follow to ensure that their baby sleeps safely at night.



THE RESULTS

are out!



FAMILY ASSESSMENT

- Employee of the Year: Ashley
- Most Improved: Bankaria
- Best Team Player: Marcus
- Standout performer / Goes the Extra Mile: Katrina



SUPPORTED ACCOMMODATION

- Employee of the Year: Liam
- Most Improved: Festus
- Best Team Player: Blessing
- Standout performer / Goes the extra Mile: Carmelina

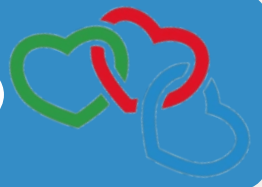


CHILDREN'S HOME

- Employee of the Year: Donna
- Most Improved: Rumbi
- Best Team Player: Kenneth
- Standout performer / Goes the extra Mile: Donna



EMPLOYEE HIGHLIGHTS



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!

QUOTE OF THE MONTH



January:
Opportunities don't happen, you create them. So make this January great again!



RANDOM SHOWER THOUGHTS

- " Does a straw have one hole or two? "
- " If air and water are both clear, why can we see water and not air? "
- " If a tomato is a fruit, is ketchup a smoothie? "
- " How do we know what the actual time is? Who set the first clock? "
- " We don't face reality, we create it. "

PUNNY JOKES

- What do you call someone who doesn't like carbs? Lack-Toast Intolerant.
- Why did the doughnut go to the dentist? To get a filling.
- What do you do if you get the bird flu? Tweetment.
- Why do bananas never get lonely? Because they hang out in bunches.
- What kind of bow can't be tied? A rainbow.

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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.



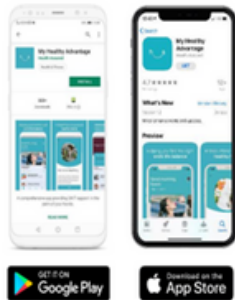
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Health Assured - Here to support you

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.

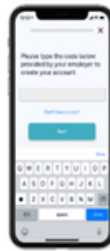
1. Download



2. Register



Sign up



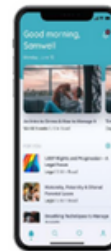
Enter code



Enter your details



Personalise
your preferences



Welcome to
My Healthy Advantage



Log In Details

Unique app code/Employer code: MHA256343

Wellbeing Portal Link: HealthAssuredEap.co.uk

Username: wellbeing

Password: rentdropsnap

Free 24 hour confidential helpline:

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