

8 Tips To Make Gift Giving Easy

REALLY YOU SHOULDN'T HAVE!

Gifts To Avoid

Have you ever received one of THOSE gifts?? You know the ones I mean. The type that you say “no really, you shouldn’t have” but its not just an expression. You really mean it .

Avoiding the cringe factor at Christmas is an important thing for any employer so how do you get it right?

As a small business owner, budgeting for Christmas gifts can be challenging. There’s the Christmas Party, potentially slow cash flow during January to think about and (in some industries) the burden of leave loading to get your head and budget around.

However, after working hard all year the team deserve some recognition. So how do you let your employees know they are appreciated without getting an overdraft from the Bank?

There is no one gift that will nail it for every organisation. So why not do it the easy way.

STEP AWAY FROM THE MARKETING CUPBOARD

As tempting as it might be to kill two birds with one gift, don’t give your team your unwanted and unused marketing collateral. Yes, you may start the year with a clean marketing cupboard but will the lack of team engagement be worth it?

They know that it is unwanted and that is the last emotion you want them to feel as they start making New Year’s resolutions.

ASK THEM

Let’s face it. They work with you and know your budget. They are not going to be asking for the newest ipad or an all expense holiday to their dream location. So why not talk to your team and learn what they would really appreciate receiving this year?

It’s not about the surprise, it’s about a gift your employees really want. An authentic gift will be appreciated regardless of how much you spend on it.

THE GIFT OF TIME

In the month leading up to Christmas, count the times your team tell you “I’m so busy, I don’t know when I’m going to fit it all in!” Have you lost count yet? I always do.

So if after careful consideration of your client needs and your budget, is gifting an hour, a half or full day off work the perfect gift for your team? The team will appreciate it more than a \$5 scratchie ticket that they know they will never win anything on.

The gift of time will give your team a chance to get some of the Christmas chaos under control and you will have a more relaxed and happy team back at the office. The team will know you get it and them! Expensive maybe, but priceless when it comes to employee loyalty and focus during the push to get things done before the silly season deadlines.



THERESE RAVELL

Therese Ravell is an innovative Human Resources strategist with 20 years' experience, who is passionate about people, performance and achieving business outcomes. Working closely with executives and business owners, her solutions are aligned to

company strategy and tailored to achieve tangible, sustainable results for both the organisation and its people.

Having worked across a diverse range of industries including technology, manufacturing, retail, hospitality, not-for-profit, health services and professional services, Therese, is adaptive and quickly gleans insights about complex issues. Her business acumen and understanding ensure practical and tailored solutions that suit the environment and achieve balance between the People, Business and HR requirements.

Even Santa has elves!

You're busy and now you have to squeeze in hours thinking about Christmas presents and parties? Before you tear up the to do list, throw your hands into the air and walk away until this crazy season is behind you, remember that help is at hand.

Christmas is peak season for many companies and they know that they need to make it easy for business owners like you. Wrapped and beautifully presented gifts can be delivered to your door with little more than an online order or call. But remember to make it personal! Write that card or do something else so your team know you care.

Or if you prefer to talk to us, we are very happy to support you through this Christmas season while you focus on business. Call us on 02 9907 6837 or send us an email at info@impacthr.com.au.

Gift Giving

COFFEE ANYONE?

Most of us have a regular coffee (or in my case hot chocolate) addiction to feed so why not get them a reusable coffee cup and fill it?

Talk to your local coffee place about a bulk deal and buy some gift certificates to support a week of coffee runs. They'll appreciate you when they are getting their fix and you are promoting sustainability.

A NIGHT AT THE CINEMA

Treat your staff to a vouchers for a local cinema. Bulk purchasing tickets can make a huge difference to the price.

There are so many movies that come out at this time of year and they get to relax and enjoy! It may even be possible to find something that they all agree on and turn it into a team building activity as well.

Bonus!

LIVING GIFTS

Small and beautiful pot plants are often something that keep on giving for years. Talk to the florist or nursery about the best options. There are so many easy care plants to choose from that you are bound to find something within budget and that will be appreciated by the team.

Often you will see the plants strategically positioned throughout the office for months or years to come.

FESTIVE GOODIES

Chocolates, wine and speciality foods will always go down well. It is almost impossible for you not to find something in this line that your team will appreciate.

BUT MOST IMPORTANT OF ALL, MAKE IT PERSONAL