

Retaining your new talent

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The offer stage

Top Tip ★
Create a sense of belonging


Keep in touch between offer and start date.



Onboarding

Top Tip 
Review how well are you
doing these things?

- Well thought out, a detailed plan – collaboration from all key stakeholders
- A buddy
- A mixture of learning styles to provide energy to the programme
- Use technology - make sure it's available on day 1
- Explain the values, their purpose in the role, how it fits with the overall strategy
- Clarity around expectations and output
- Leaders visible and welcoming of new employees
- Feedback at regular stages on progress,

Top Tip 
Decide who owns this in your
company & how do you
measure the success

Job Induction

- Teach new starters how to do each task
- Provide regular opportunity for feedback and two-way conversation
- Praise a job well done
- Conduct probation reviews and celebrate their sign off
- Encourage them to share their observations/first impressions about department/company with you.
- Listen

Top Tip 

Teach new employees how to do tasks your way to give them a chance of succeeding

Seek feedback

- Probation review - Two way
- Mini pulse surveys
- Regular catch ups with their manager or other

Remember the employee is choosing you not just you choosing them

Employee Well-being

- Employee and families benefits
- Individual Mental Toughness and Resilience
- How well do you look after your working parents/carers
- Managers and leaders being able to hold conversations about mental health with their colleagues

Top Tip 

When did you last reflect on your own level of resilience ?

Develop your talent


- Work force planning
 - What will you need in 1,3,5 years
 - Are we anticipating the skills we will need
 - Where are they likely to come from
- Careers discussions
 - Make better use of the talent you already have
 - What skills do they have that you don't already use
- Mentoring schemes
- Life-long learning: upskilling and reskilling current workers regardless of age
- Digital and technical skills
- Resilience and managing their own well-being

Top Tip 

Book yourself into our Work Force Planning workshop

Don't forget to upskill yourself

HR Champions are a partner for the Skills for the Workforce funding

Top Tip 

Book yourself onto
our Workforce
Planning Seminar


Top Tip 

Contact
Tom@hrchampions.co.uk
to discuss funded training
opportunities or
Worcestershire Growth
Hub

Listen with an open mind

- What is the chatter around the business? Take time to listen to what employees are saying and process it
- Undertake employee surveys
- Staff forums
- Jump onto on-line meetings to say hello
- On-line feedback tools
- Prioritise time out to talk and listen to your colleagues
- Line Managers really need to get to know their people understand their wants

What counts in the end with your EVP is an honest and realistic view of your company.

Top Tip 

You said we did

Your employees are ambassadors
of your employer brand

Play to your strengths

- Size of company – career opportunities
- Job security
- Internal marketing: benefits
- Don't underestimate those non-financial benefits
- Work environment
- Sense of community: volunteering, socials, company exercise challenges, internal stakeholder toolbox talks, company swag, team meetings

Top Tip 

How well do you internally market to your employees?

Innovative Reward

- Pay fair and valued salaries /wages
- Flexible working
- Inclusivity
- Remuneration based on skill rather than job title or experience
- Well-being benefits
- Move away from one benefit fits all – personalised solutions
- Non-financial reward: Volunteering
- Thank you

Link it back to the role of the People ambassadors' priorities for 2022 in the company

1. Understanding of employee characteristics and what they want from work
2. Create a culture where the values underpin a psychological safety and real inclusion - a sense of belonging
3. Equip and support employees to be resilient, to bounce back from adversity
4. Equip & enable managers /leaders with skills to manage teams either F2F or remote teams to be productive and creative
5. Digitally savvy - use technology/data to benefit the organisation, employees and clients
6. Facilitating new ways to deliver employee experiences
7. Succession planning/career development as an intrinsic part of role

Start now

