

## Effective Recruitment and Retention

*“Finding, recruiting and retaining great people – those that will make a lasting difference to the business – is probably the hardest part of my job.”*

Hiring great people into your business is one of the most effective ways that HR and line managers can contribute to the future success of the organisation. But many recruitment practices have been left behind by the many changes in the workplace. We look at recruitment in a different way, in a more strategic way, and in a way that will benefit your organisation over the long-term:

- We start by getting to understand the company culture, its core values and ethics, its vision and its strategy.
- We focus on “soft skills” such as ability to learn, adaptability, emotional intelligence so that successful candidates can continue to grow and develop as the organisation and marketplace evolves.
- We design a recruitment process around a competency framework underpinned by these values and attributes, rather than just looking at a traditional job spec.
- All our work is supported by relevant psychometric assessments such as MTQ48 (which measures an individual’s mental toughness), ILM72 (preferred leadership style), Insights™ and MBTI.

Once we have the ingredients in place, and the framework is agreed, we provide coaching services to assist with the challenges of onboarding new employees, especially those in a senior or executive leadership role (First 100 Days), transitioning to a leadership role (Leading Teams and Leading Leaders) and developing your cohort of future leaders.

Our coaching support helps “bake” in future success by providing support, guidance, challenge and accountability.

As with all our development, the return on investment significantly increases when it is supported by coaching. The programme, therefore, includes a 1:1 coaching session for all participants, within a 4-week period following the learning. A minimum of 3 months coaching after the completion of the programme is also recommended, both to embed the learning and ensure lasting improvements are achieved.



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