

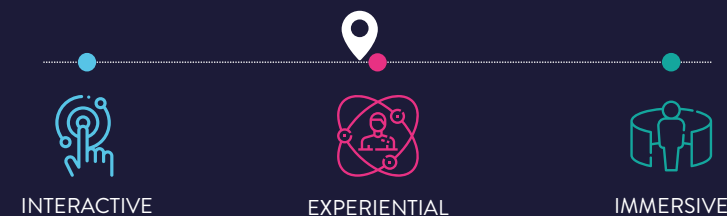


ATTRACT AND RETAIN TALENT

IN A COMPETITIVE MARKET FOR TALENT TO JOIN AND STAY IN YOUR TEAM, IT'S VITAL TO UNDERSTAND HOW TO COMMUNICATE WHAT IS IT TO WORK FOR YOUR BUSINESS, AND HOW IT CAN ALIGN WITH AN INDIVIDUALS' PERSONAL STRENGTHS AND VALUES.

"A modern recruiter is one who is targeted, builds relationships and knows how to not only find candidates but also get them to respond!"

LEARNING DELIVERY LEVEL



WHAT DOES ALCHEMIST TALENT MANAGEMENT EXCELLENCE LOOK LIKE?

To attract the best talent to your organisation, from the outset you need to create a nurturing environment that prioritises team welfare, while also showing a focused, and professional workplace with clearly defined structures and shared goals.

Creating an authentic environment to retain your people and build loyalty needs to be fair, democratic and transparent. Clear communication and openness is essential to create safe spaces for self learning and developing with other colleagues, that will increase loyalty and belonging in your latest recruits, from new starters to early careers and grads.

An Alchemist Attract and Retain Talent programme will show you how you can achieve excellence in hiring and keeping your best people and to recognise and celebrate the uniqueness of the people in your organisation. Understanding what each individual is personally motivated and rewarded by needs a versatile leader with a high emotional intelligence and the skills to take a fair and consistent approach to every person's fulfilment.

PROGRAMME SUMMARY

This solution set is built with both consulting and learning elements to best design a recruitment and retainment strategy that works for your business needs.

Consultation elements will work alongside nominated steering groups to make process recommendations, these can be supported or handled internally based on your resources.

Learning elements can be delivered virtually or face to face, and include some generic modules designed to enhance employee development and success.

WHO IS IT FOR

This programme is hiring managers, people managers and HR professionals

CONSULTING OPTIONS

Role analysis and job ad evaluation- using learning conversations with high performers to ensure job adverts align with 'what good looks like'.

Onboarding and learning content review- Working with key internal HR and learning teams to analyse the journey of a new team member. Recommendations will be given for changes to be facilitated both internally and externally.

Works council setup- working alongside the business to design and setup a group to become the voice of the team, allowing suggestions for change and improvement to be heard, rather than becoming a source of discontentment.

LEARNING OPTIONS

Our Values- An interactive workshop designed to unpack the purpose and values of the business and create alignment with those of the individuals who form the team. All levels.

What's the Story- An interactive workshop where learners map the history of their business. Working alongside actor facilitators they will learn to craft and tell a story of their own about where they work and why. All levels.

Transactional vs Stakeholder- Designed for people managers and leaders, this workshop looks at the different ways in which our team members show up to work. Learners will use the concepts to analyse their team as it is now and create a 'skill/will' action plan to drive engagement in roles. Management levels.

SKILLS DEVELOPMENT OPTIONS

A set of virtual or in person interactive sessions designed to build generic skills for working. All levels.

- Creating Time Prioritisation Of Your Goals
- Analysing A Problem
- Dealing With Stress
- Self Awareness And Self Development
- Increasing Your Emotional Intelligence
- Overcoming Obstacles Affecting Performance
- Banishing Procrastination
- Transforming Conflict Into Conversation
- Improving Stakeholder Relationships



KEY OUTCOMES

Create an alignment between what good looks like in role and what adverts attract

Review and understand how current Onboarding and Learning programmes support the success of a new team member and build engagement in role

Provide learning sustainment options specific to your business needs that support individuals development

DIAGNOSTIC OPTIONS

- Teamscope
- Climate
- Leaver interviews
- Learning conversations with nominated steering group

OUR **ATTRACT AND RETAIN TALENT** SOLUTION DELIVERY FORMAT

- Virtual, instructor led
And/or
- Interactive, facilitated group 'in person' workshops
- Video and podcast content creation
- Self reflection and peer coaching
- Peer supervision groups
- Experiential actor led coaching and scenarios in practice
- Teamscope analysis and coaching
- Experiential groupwork

We offer fully blended learning and development solutions, underpinned by data and technology.



DIAGNOSTICS

Tools to best assess the needs of the organisation, team and individual



INTERACTIVE

Hands-on development activities



EXPERIENTIAL

Skills through practicing and reflecting



IMMERSIVE

Simulated reality for transformational change

OUR OTHER **BUSINESS SOLUTIONS**

- Attracting and retaining talent
- Embedding values and culture
- Change management
- Service levels and customer experience
- Creating competitive advantage
- Improving productivity and profitability



SPEAK TO **AN ALCHEMIST** FOR MORE INFORMATION

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