



Talent Attraction and Retention

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Starting Point and Challenges.....

- Ensuring our sustainability and inclusion ethos could be embedded throughout staff team.
- Addressing the skills and staff shortage, cost of living crisis and current economic climate.
- ♦ Addressing the rise in mental health issues.







What we did.....

Firstly, we listened.



- Mental Health First Aiders
- ♦ Anonymous surveys
- We engaged a third party to run a complete audit on the business
- ♦ Training on resilience building including mandatory courses from induction
- ♦ HR manager with pastoral care focus
- Flexible Working, Fair Work Employer, Real Living Wage Employer, Disability Confident
- ♦ Staff engagement programs





Outcome: talented and engaged staff teams

(and that doesn't mean we get it right all the time!)





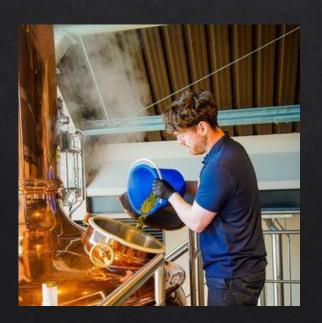
However, it did lead to.....

- Engaged teams
- Positive working environment
- Opportunities for career growth
- Inclusive company culture
- Promotes respect and values
- Encourages creativity

....and the best staff team ever!

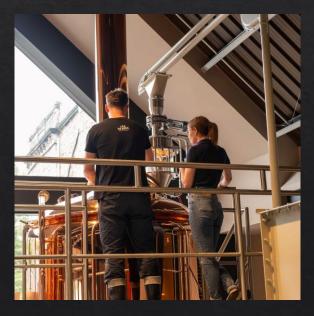
Tops tips to attract and retain staff

(out with the usual competitive salaries, career growth, communication etc)



- Start with the lived experience within your own teams and develop from there.
- ♦ Understand the ethos and culture of your business and ensure that this is as much a focus in your recruitment process and staff training programs.
- ♦ Create a positive, solution led environment where mistakes can be made. (BE KIND).







Thank you



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