



Talent Attraction and Retention

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Director





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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