

Keith Lawson.



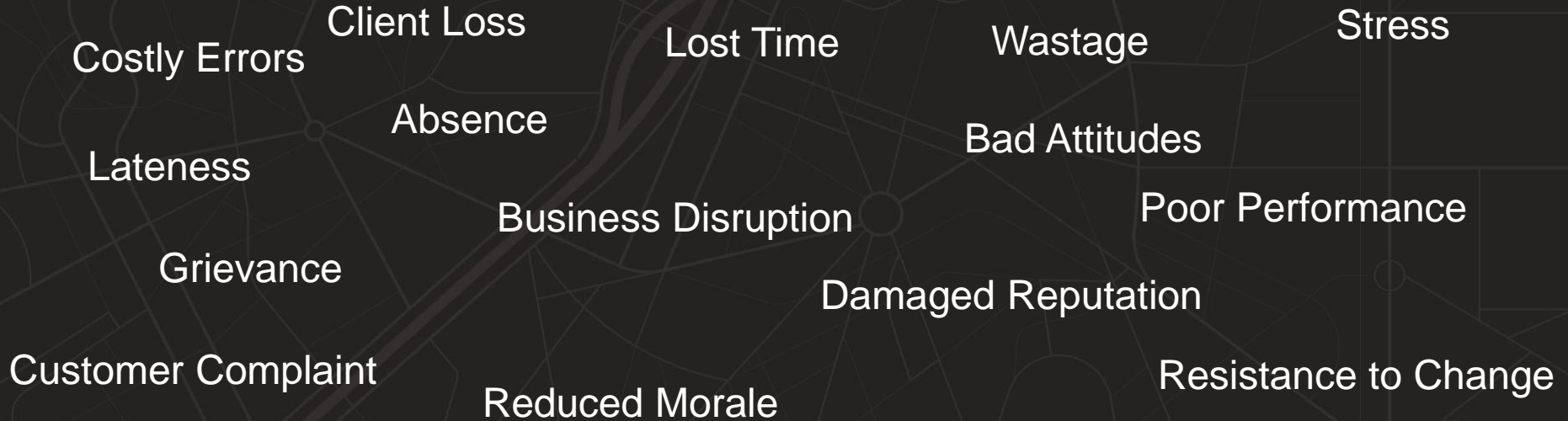
Getting the most
from your staff





Business challenges.

3 key reasons to get it right!



Employee life cycle.



Recruitment

Retention
/ engagement

Recent study.

Chartered Management Institute

- Main challenges identified:
- How to best retain talent (on a limited budget)
- Prevent costly losses – skill, training, experience

Engagement.

The 3 types of employee

- Engaged
- Not engaged
- Actively dis-engaged

Engagement.

The 3 types of employee

- **Engaged**

Work with a passion & feel a profound connection to their company

They drive innovation & move the organisation forward

Engagement.

The 3 types of employee

- **Not - engaged**

Employees are essentially “checked out”

They’re sleepwalking through their work day, putting time – but not energy or passion – into their work

Engagement.

The 3 types of employee

- **Actively disengaged**

Not just unhappy at work, but acting out their unhappiness

Every day these workers undermine what their engaged co-workers accomplish

Engagement.

Companies in the top quartile on engagement

- 37% less absenteeism & turnover – on average
- 48% fewer safety incidents
- 41% fewer product defects / complaints
- 21% higher productivity
- 22% higher profitability

Engagement.

So how do we engage with employees?

5 TOP TIPS

Engagement.

1 SURVEYS

Engagement.

2 FOCUS



Engagement.

3 SELECT THE RIGHT MANAGERS

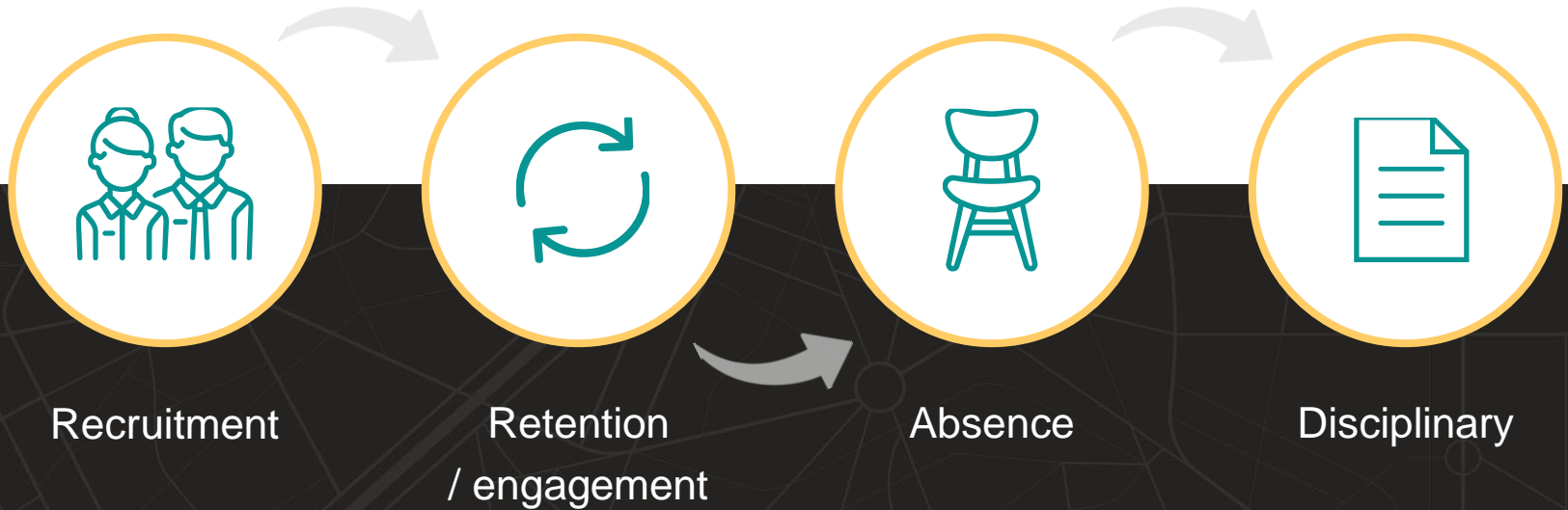
Engagement.

**4 COACH MANAGERS AND HOLD
THEM ACCOUNTABLE**

Engagement.

**5 DEFINE ENGAGEMENT GOALS IN
REALISTIC, EVERYDAY TERMS**

Employee life cycle.



Good Work Plan.

Phased roll out of measures designed to ensure:

- Access to fair and decent work
- Greater clarity on the nature of working relationships
- Fair and fit for purpose enforcement system
- Itemised payslips – now mandatory

Good Work Plan

December 2018

Good Work Plan.

Workers will have to be given the statutory information regarding the terms of their employment on day one - currently 8 weeks

Good Work
Plan

December 2018

Good Work Plan.

Do you have workers?

Bank
staff

Temporary

Migratory

Self
Employed

Contractor

Zero
Hours

Casual

Seasonal

Quote.

- Train people well enough so they can leave
- Treat them well enough that they don't want to!

Sir Richard Branson

Grow your business.



By getting your HR in order we can help you stop wasting time on your problem employees and start focussing on top performers who can grow your bottom line.





Speak to our experts.

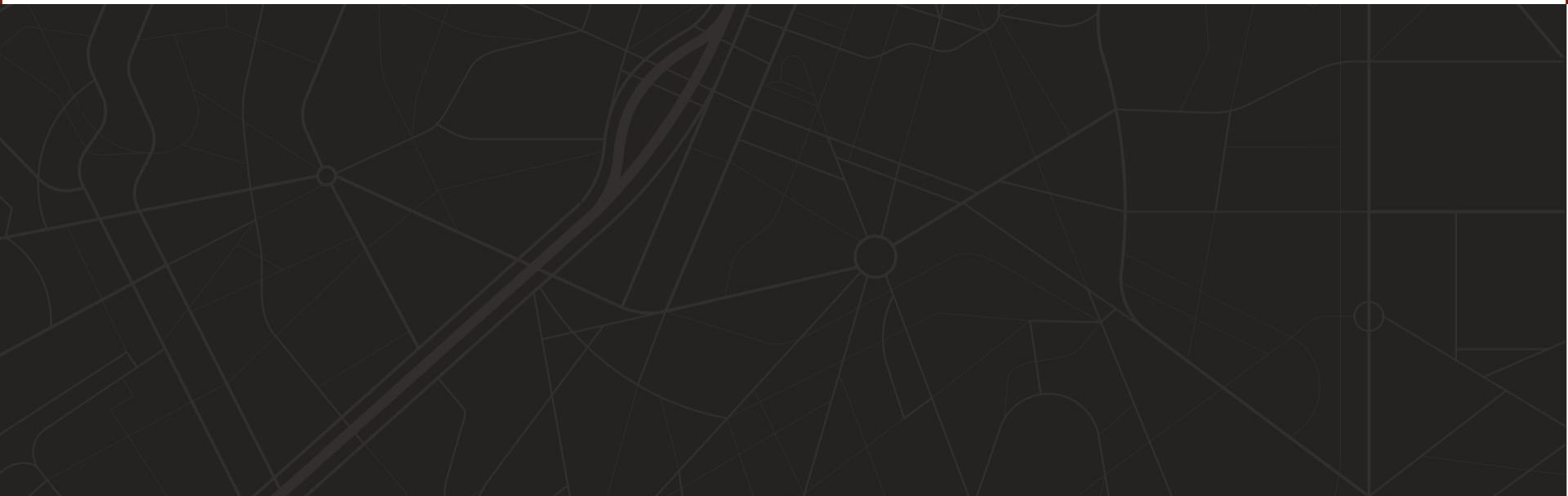
Catch us at..



**Leeds 25th – Doubletree by
Hilton, LS1 4BR.
09:30 – 11:00**



Questions.



A diverse group of people in a modern office setting, smiling and clapping. The image is semi-transparent, serving as a background for the text.

Thank you.

Citation

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