

# Recruitment and induction to make it right from the start

Having the right people in the right place doing the right things at the right time are the key to success.

We have experience in bringing all these elements together and believe that changes in the organisation impact on future recruitment and induction of new employees.

Our solutions provide collateral for you in the long term.

## So, what will we do?

- We will support your recruitment process and provide help and support to enable you to make a great selection
- We believe in managing and supporting all employees however this needs to be intense at the beginning of someone's employment
- To support the first few months in a new role when everyone is watching you, we have a 90 day programme that makes sure a new start
  - Demonstrates real value, quickly
  - Undertakes a detailed analysis of the company
  - Develops a tactical plan, to be effective on a day to day operational basis
  - Where the role demands, develop a strategic plan that will achieve success all round
- We believe new starts need help and support to know from the start how to bring the company to life for their customers

We can provide:

- An induction that fits the experience and assures measured progress and success
- Support to interview more effectively and select people on the basis of capability
- Consistent measures and standard interview formats
- Follow up training and progressive improvement
- Standard measures and role modelling to track individual progress

Our 3 part recruitment training develops managers in their ability meet the moral and legal requirements of all employees - new and existing

1

We provide recruitment training and develop interview skills in our Managing Recruitment and Selection workshop

2

Our Behavioural Interviewing workshop is designed to develop the skills of behavioural training through practice and specific feedback

3

Part 3 is designed to take a candidate to successful selection and through initial probation and is called Managing People In

**Call us on 0845 30 30 839 to talk about how we can help you and your business**

## We also help you to undertake effective ongoing performance management

- Develop your thoughts and ability on issues of succession planning for the business
- Manage and undertake the successful recruitment of staff
- Develop your ability to interview and select the right people for Berkeley Homes

## Lesley Roberts MA

Lesley has 19 years of experience in management, sales and service development, applied in the residential development sector, retail and professional services. She provides inspirational training and consultancy support to help clients achieve significant business success through people.

Her practical approach is underpinned with her knowledge of business processes and people development which provides clarity of focus that motivates people to make a positive difference in both their professional and personal life.

Lesley's curiosity for finding solutions that simplify everyday life mean that she has an honest and open approach that is down to earth and friendly.

