Attractive employer in 2022?

Employer of Choice?

Attract, Retain, and energise your valued staff.
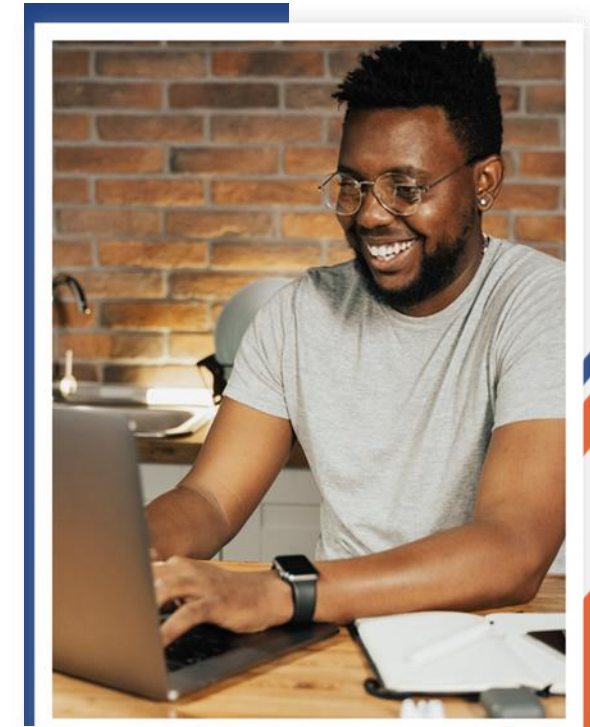
Grass greener?

Attraction (EOC)
Selection (RA)
Retention
Development

www.iiop.co.uk

Investing In Our People

Recruiting in 2022?
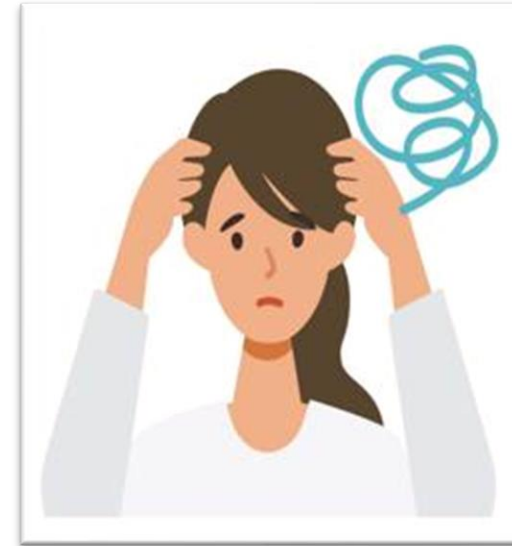
Lots of software

Lots of people to process

Lots of emails/documents

Lots of effort

Still room for improvement?

Room to be more efficient?

Room for better comms?

www.iiop.co.uk

Investing In Our People

Relevance Table useful?

The system does the work for you by calculating relevance so you can focus on making fully informed decisions with no applicant feeling left behind.

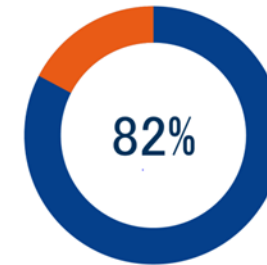| Date/time	Candidate email	Candidate name	Role reference	Test name	Result percent "Relevance"	Time taken
23-12-2020 07:55	candidate17@iiop.co.uk	Peter S	IP127	Relevance Assessment - #2 - Experience	99%	20 min 0 secs
23-12-2020 07:58	candidate23@iiop.co.uk	Peter T	IP127	Relevance Assessment - #2 - Experience	92%	23 min 0 secs
23-12-2020 07:60	candidate27@iiop.co.uk	John B	IP127	Relevance Assessment - #2 - Experience	92%	25 min 0 secs
23-12-2020 16:04	candidate18@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	89%	3 min 54 secs
23-12-2020 17:28	candidate13@iiop.co.uk	Karen C	IP127	Relevance Assessment - #2 - Experience	88%	12 min 0 secs
19-01-2021 10:53	candidate1@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	88%	3 min 46 secs
04-01-2021 15:56	candidate6@iiop.co.uk	Sharaz A	IP127	Relevance Assessment - #2 - Experience	81%	20 min 0 secs
23-12-2020 16:08	candidate26@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	80%	7 min 54 secs
23-12-2020 07:56	candidate19@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	78%	21 min 0 secs
23-12-2020 07:62	candidate31@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	76%	27 min 0 secs
30-12-2020 12:09	candidate8@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	75%	10 min 0 secs
31-12-2020 16:01	candidate7@iiop.co.uk	Susan C	IP127	Relevance Assessment - #2 - Experience	74%	15 min 0 secs
23-12-2020 16:13	candidate15@iiop.co.uk	Susan C	IP127	Relevance Assessment - #2 - Experience	70%	20 min 0 secs
23-12-2020 16:07	candidate24@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	70%	6 min 54 secs
23-12-2020 07:57	candidate21@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	60%	22 min 0 secs
23-12-2020 16:03	candidate16@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	60%	2 min 54 secs
23-12-2020 16:10	candidate30@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	58%	9 min 54 secs
23-12-2020 17:13	candidate14@iiop.co.uk	Sharaz A	IP127	Relevance Assessment - #2 - Experience	53%	12 min 0 secs
23-12-2020 07:61	candidate29@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	42%	26 min 0 secs
23-12-2020 16:05	candidate20@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	42%	4 min 54 secs
18-01-2021 09:23	candidate2@iiop.co.uk	Mary P	IP127	Relevance Assessment - #2 - Experience	33%	25 min 0 secs
26-12-2020 10:14	candidate11@iiop.co.uk	Susan T	IP127	Relevance Assessment - #2 - Experience	32%	25 min 0 secs
26-12-2020 09:38	candidate12@iiop.co.uk	Joanne H	IP127	Relevance Assessment - #2 - Experience	32%	9 min 19 secs
23-12-2020 16:09	candidate28@iiop.co.uk	Simon H	IP127	Relevance Assessment - #2 - Experience	26%	8 min 54 secs
23-12-2020 07:63	candidate33@iiop.co.uk	Peter s	IP127	Relevance Assessment - #2 - Experience	22%	28 min 0 secs

- www.iiop.co.uk
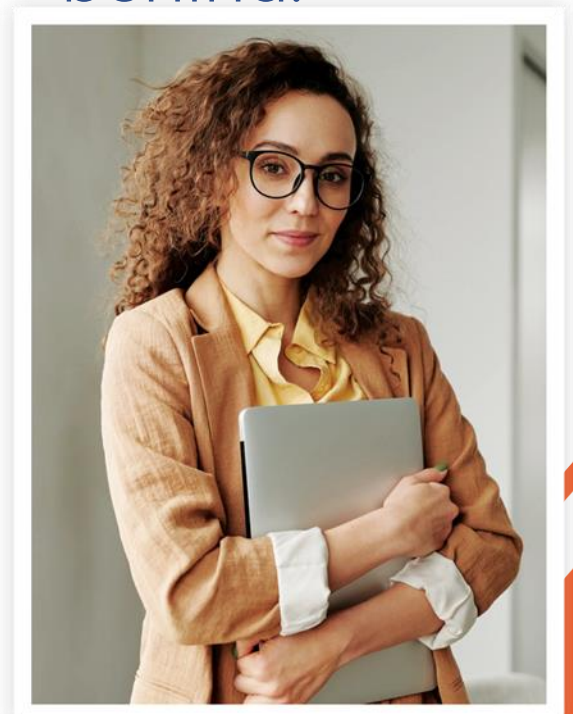
Large employer quotes

Attraction?

Cisco say

> **"93% of employees say Cisco is a great place to work"**

BT say

> **"be an employer of choice"**

82%

Efficiency / Effectiveness?

Get to the Talent (most relevant) quickly and promote more?

Talent may get other offers quickly

The process starts again if talent is lost to other offers

www.iiop.co.uk

Investing In Our People

The time is taken up but without the feedback / measures?

More adverts ….

more "nearly relevant", "near miss" "not relevant"

CV review in all different formats

Some people pay for CV work, some under play it

Offer a second chance with the spec?

Process applicants quicker and record?

Do the losers deserve more than just a standard email!

Do we have the time for this – probably not? Automate?

www.iiop.co.uk

Investing In Our People

The assessment of candidates? Mixed conscious / unconscious on many levels

Candidates
Experience (role, industry),
Skills, Behaviour
Preferences, Intelligence
Emotive preference ?
Good Days, Bad days?
Energy Levels
Neurodiversity Attitudes
Background, Origins?
Personality

>>

60%

-

90%

>>

Company, Managers, Colleagues
Personalities, Culture, Sub-Cultures,
Some experience, Some Skills,
Behaviours, Preferences, Some
Intelligence, Emotive Preferences,
Attitudes
Good days, Bad days
Energy Levels?
Neurodiversity

Investing In Our People

www.iiop.co.uk

Recruiting Challenges 2022 ?

Candidate Question 1 – "WFH / hybrid?"

Asking about attraction? Interested in

Why you ask? What suits you?

Wanting to hide at home?

Wanting to avoid travel cost and time?

Productivity / motivation effect?

Bond with team effect?

Little choice to offer but then new challenges?

Workspace at home assessment – optional?

….hybrid workforce models are embraced by 63% of high-revenue growth companies. 69% of companies with negative or no growth reject the concept of hybrid workforces and prefer all onsite or all remote employees. Workers prefer a hybrid model 83% of the time

www.iiop.co.uk

Investing In Our People

What attractive means to candidates?

A better company

A better role

A better manager

Better development

Role = "spec"?

Quick process & offer

Better interviews? CBI no "memory stress" ?

Best benefits beyond the pay? WFH %?

Great Induction comprehensive and tracked?

Team building better over zoom or face to face

Nervous ?"New boss, new friends, new systems, new location, new everything! Tough! "

www.iiop.co.uk

Investing In Our People

Ideal recruiting for … ideal retention?

Communication helps candidates feel good but takes time.

Culture and Sub cultures can be invisible in the early stages.

Keep it positive…keep it real …avoid the BMWs?

Evidence of effective staff engagement to showcase?

**Intravert or Extravert matters, not worn like a badge.**

Induction is a steep learning curve – crucial for success – track it?

60-90% Relevance - identify and close the gaps swiftly.

Maslow – hierarchy of needs, assess periodically?

Retention improves, company results improve.

Recruitment is more rewarding and efficient for internal recruiters.

82%

www.iiop.co.uk

Investing In Our People
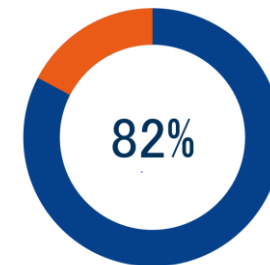
Employer of Choice Accreditation?

EOC

1. We feel it and we proved it?

2. What gets measured...

3. Listening is caring

4. "Win" more talent & sales bids?

Certificate of EOC

This certificate is evidence that the follow company(s) has reached or exceeded EOC standards per IIOP

ABC Lawyers Ltd

In cooperation with IIOP valid to August 2023
Succeeding with standards since August 2022

Investing In Our People

Validation available from www.iiop.co.uk RTNA Group
Kemp House 152-160 City Road, London, EC1V 2NX
+44 0800 331 7286 | info@iiop.co.uk

Listening re ESG for a better workplace in a better world

What gets measured gets managed

www.iiop.co.uk is part of the RTNA group

www.iiop.co.uk provide pulse surveys to ascertain from the majority of staff 7+ subject matters are 70% plus positive

Investing In Our People

Keep it simple,
Light touch but informative & important

☑ **1. EMPLOYER OF CHOICE ACCREDITATION 70%+ FOR 70%+**

01. Sustainability Assessment - How are we doing?

02. Modern Leaders - Lead and Motivate

03. Neurodiversity - do we have awareness, respect, empathy and desire

04. No Room For Racism Diversity better and inclusive

05. Great Waste Reduction Assessment

06. Being kind to our colleagues

07. Ways to reduce stress in the workplace

EOC

1. 7 short

2. ESG

3. Diversity

4. Values

www.iiop.co.uk

Investing In Our People

In summary... recruiting tweaks

Evolution not revolution – tweaks

When searching...get to best talent quickly and keep hold!

Speak to people in the right order and save the time slip.

More attractive is an option! E.g. EOC

Relevance is measurable! Also use on 2nd tier agencies to see 60%?

Relevance feeds better CBI. 48 hours before is best.

Development plans start with "relevance" & CC for days 1-100

Measure against your culture & values to reinforce it.

Repeating roles – extra efficiency is possible! Talent Pool!

Retention is key – Manage it!

www.iiop.co.uk

Questions ?

Investing In Our People

Questions?
iiop.co.uk

Appendix...

Other considersations 2022 ?

Introvert v Extrovert candidates?

CBI – note taking, keeping score?

Managers talk too much in interviews? Candidates talk less?

Are adverts working well enough for you?

Managers can rely on very few points – e.g. from Competitor, same origins?

The "near miss" population? Previously called the Talent pool, is kept well? Leave relevance assessment links with them

The leaver effect on the remaining persons?

Role specification ... help from www.oxfordcode.co.uk

Investing In Our People

Mindset-New job candidates 2022 ?

You are Talent you are in many processes

    The bird in the hand mindset – take the first offer

        The existing employer counter offer?

The slow recruiter misses out and frustrates?

The "job spec" is vague and long?

The short changed induction remote is unsatisfactory.

Difficult Colleague/Team bonding remote? Lonely feeling?

Development plans needed sooner for max success chance, Maslow etc

Retention is impacted – leavers?.

Investing In Our People

Optional : Host on your domain instead of ours?

You are, say

www.abclaw.co.uk

Why not host this portal on your domain e.g.

www.abclaw2.co.uk

Contact us today for a demonstration

Investing In Our People

www.iiop.co.uk
jesse@iiop.co.uk or paulh@iiop.co.uk
0800 331 7236
https://www.linkedin.com/in/jesse-lawson-a545874b/
Trial
https://www.iiop.co.uk/site/html/freetrial.php

The IIOP Continuous Improvement Circle

Senior Management: Approve the plan

HR Team: Facilitates Improvement plans

Plan implementation

IIOP: Supplies ongoing performance metrics

Investing In Our People

Provide further feedback to IIOP

Our people receive the benefits

Visual memories help to engage teams

The Virtuous Circle:
Personal and Team Continuous Improvement

Perception

Performance

Beliefs

Organisational culture

Behaviours
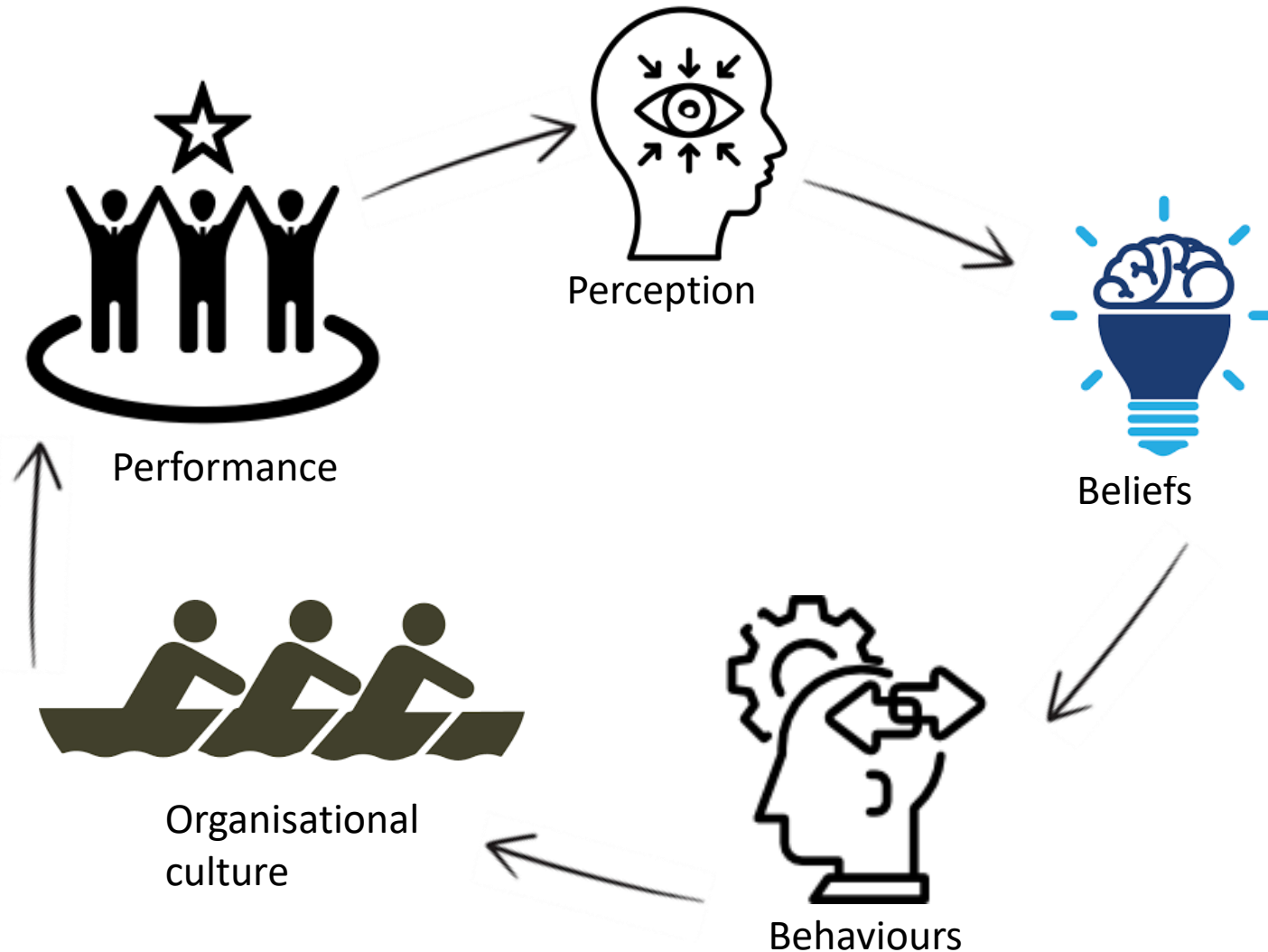
Continuous improvement starts with getting your basic thinking right, with frequent constructive challenges to progressively achieve better results.

Small, frequent samples will show a trendline

Your way to express matters!

INTROVERT
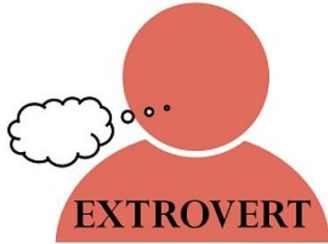
EXTROVERT

Introverts can be left behind if they feel they have no voice

Investing In Our People