



Partnering with **awesome SME recruitment** companies to raise **engagement, productivity, and performance.**

Training and coaching people in the recruitment industry at every level, discipline, size, sector since 1999...!



**Invest in people to play their best game.
They will raise their game and the rest will rise with it,**

WHAT CLIENTS SAY:

*Company culture and energy in a box.
Alice has transformed our approach to thinking, communicating, and hiring...
I can't recommend her more.*

Will James, Owner, Foundation Personnel Ltd

Her expertise and wealth of Recruitment experience meant that she brought fresh perspectives, intriguing ideas and a candid objectivity which was equally powerful

Terry Buckel, MD Astute Technical Recruitment

She got to grips with our culture and business needs quickly and was able to translate this into a clear and outcome focussed approach. Her warmth, energy and credibility won engagement from even the most cynical corners! Results were tangible!

Jamie Wilson, Owner White Recruitment

Without doubt the best trainer I've ever worked with
Pete Marston, Owner of The Highfield Company

Easily builds meaningful relationships with a diverse range of people
Mark Bull, CEO Randstad CPE

An eternal enthusiast who can engage the toughest of audiences
Paula Mitchell, Founder of Granite Search

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What happens?

We start where you are and design our alliance around where you want to get to...

YOUR CULTURAL COMPASS

Together we identify:

Why you do what you do: Purpose, vision, strategy

How you do it: Values, spirit, behaviours and quality benchmarks

What you do: Create a blueprint for success. What everyone's respective role entails to contribute to the experience your customers need.

Formulate clear, simple role and performance expectations and review framework, promotion criteria and career paths.

COACHING CULTURE

It's a simple equation.

Self-aware, resilient, skilled, connected people
= better at **everything** they do.

Organisations with a **coaching culture** get the highest return for their investment in people

We use behaviour profiling to build **self-awareness** and run **group coaching programmes** on the core "human skills" of resilience, embracing change, power of our thoughts, goal setting, positive reframe, personal brand.

You get a thriving, vibrant workforce who are consistently playing their best game and who live and breathe your cultural compass.



SPOTLIGHT – Assessment & Skills Development

Now that we have defined what makes a **good operator in your business** – we can use our blueprint to assess, coach and train your people to enable them to fulfil their potential and deliver your blueprint and more.

We need to establish the **S.U.M** of their parts:

SILLS – capabilities they need to conduct their role to your standards

UNDERSTANDING – clarity for all about expectations, support and opportunities

MINDSET – using a versatile behavioural tool **I3 Profiling** which raises self-awareness and enhances team dynamics.

We **design and deliver** the coaching and training input you need and adopt a train the trainer approach wherever possible.

These core programmes automatically form the contents of your **induction and orientation** plan for all new starters and of your **CPD programme** for career paths.

SHINE – Hiring People

With your cultural compass firmly embedded, we can determine the type of people who are most likely to thrive with you, by using the behavioural profiling tool, I3 Profiling,

We will develop a hiring process which will attract, identify and secure the right people for you.

- Benchmark hiring profiles for each role using I3 Profiling
- Interview and assessment process
- Orientation and launch plans to ensure smooth, positive and speedy take offs for new starters.



SHINE ON – TRANSITION: Career conversations, career transition, outplacement support

Endings and change may appear unsettling, but they can also be a catalyst for transformation and opportunities. Supporting people and organisations to move on and forward positively.

- Career coaching, mentoring, advice and skills workshops internally and as people depart.
- Supporting people in navigating tough conversations, reflection, identifying career goals, developing personal brand and making it happen.

WORKING TOGETHER - PARTNERING

What happens?

The shape, pace, intensity and length of our working relationship is totally down to what you need, what you already have in place and your own timescales and budget.

We will scope this out and agree before we get started

How much does it cost?

Together we decide what will work best; daily, hourly or project basis. Typically, we end up building long-term working relationships, but are always happy to start with one-off projects to see if we suit each other.

Location and coverage:

Based in Hampshire and can easily cover London and the South on site.

There are no boundaries for zoom, phone calls and remote design work!

Up for a chat?

Let's run a FAST BALANCE of your business's current mental wealth credit rating

Click here to complete your fast balance – it'll take you less than 2 minutes.

<https://hummingbeeworks.com/fast-balance/>

We will then organise a FREE ½ HOUR CONSULTATION to discuss and explore your credit score.