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BUILDING A BUSINESS EVERYONE WANTS TO WORK FOR

Becky Simms

LET'S MOVE THE GAME ON >>

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HAVE YOU EVER HAD A JOB YOU DISLIKED?

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OR MAYBE A COMPANY YOU DISLIKED WORKING FOR?

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THAT MONDAY DREAD, HAVE YOU FELT IT?

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I KNOW I HAVE

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IT WAS MY EXPERIENCE THAT SPURRED ME ON AND KEEPS ME HONEST

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NO-ONE SHOULD REGULARLY HAVE THE ‘MONDAY DREAD’

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KENT INVICTA CHAMBER OF COMMERCE

KENT INVICTA CHAMBER
BUSINESS AWARDS
2020/21

WE'VE BEEN AWARDED EMPLOYER OF THE YEAR 2 YEARS IN A ROW!

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I'M HERE TODAY TO SHARE OUR EXPERIENCES

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WHAT I BELIEVE IT TAKES TO BUILD AN ATTRACTIVE WORKPLACE

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73% OF EMPLOYEES ARE CONSIDERING LEAVING THEIR JOBS

*Survey by Jobsite

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THAT'S A SCARY THOUGHT

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BUT IT SHOULDN'T BE IF YOU'RE CONFIDENT IN YOUR TEAM OFFERING

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PEOPLE WILL LEAVE AND THAT IS OK

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IF YOU TAKE NOTHING ELSE AWAY FROM THIS TALK, TAKE THIS

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USE THIS AS A FILTER: “WOULD THIS MOTIVATE ME?”

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WHAT'S OUR RECIPE FOR SUCCESS?

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PEOPLE FIRST CULTURE

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GET THE BASICS RIGHT SALARY, HOLS ETC.

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OFFER VALUABLE BENEFITS

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TRAINING PLANS, 1-2-1'S, TOWN HALLS ETC.

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SHARED VALUES

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VALUES.

We're a family

We're a unit, a place where individuals can give and receive honest, open feedback. Support comes as standard but so does the ability to challenge and it's encouraged. We care for each other, look out for each other but most importantly we push each other to be the best we can be. We're a modern family, anyone fits in providing they can live by this mantra.

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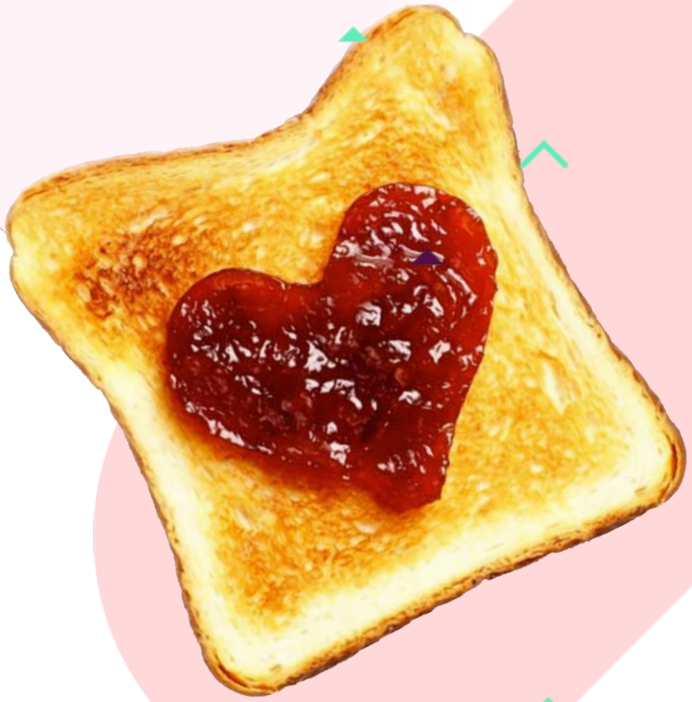
VALUES.

Love our craft

We absolutely love our craft. If we could eat digital strategy on toast for breakfast, we would. We have experts at the top of their game leading teams full of digital mavens pushing to learn and develop at every turn. Our passion for digital spills into everything we do and leads us to put education at the forefront of our work ensuring no-one is ever left behind.



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VALUES.

Going for gold

Like Olympic athletes, we are always going for gold. Our ambition and drive shine through with every step we take, our eyes are always open looking for opportunity in places others miss and we remain curious at all times. Our love of our craft ensures we maintain match fitness consistently by soaking up the latest knowledge and remaining agile and strategic in our approach with data being our most critical currency.

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HIRING, FIRING & REWARDING BASED ON THESE VALUES

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TOO LITTLE / TOO MUCH

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VISION, PURPOSE AND TRANSPARENCY OF THIS

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ENTREPRENEURIAL OPERATING SYSTEM

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CLARITY OVER ACCOUNTABILITIES

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I OFTEN TELL MY TEAM THE PEACH STORY

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ROCKS ROLLING UP INTO THE VISION

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CAREER DEVELOPMENT PLANS

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WE EMPOWER OUR TEAM TO TAKE CONTROL OF THEIR CAREER

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Intro

The why

The why continued

Value bank

Your career vision

Mood board

Objectives <date e....

Framing your journ...

Your set objectives

Achieving your obje...

Objective progress

Objective ideation

Your <date> review

Preparing for your ...

Preparing for your ...

Preparing for your ...

Preparing for your ...

Your 1-2-1s

1-2-1's

1-2-1's

1-2-1's

1-2-1's

1-2-1's

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BE OPEN TO HAVING GROWN-UP CONVERSATIONS

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AS I SAID BEFORE...

PEOPLE WILL LEAVE AND THAT IS OK

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PSYCHOLOGICAL SAFETY IS KEY

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“A PERSON WHO NEVER MADE A MISTAKE NEVER TRIED ANYTHING NEW.”

— ALBERT EINSTEIN

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FEEDBACK IS IMPERATIVE

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LEAVE AND GET A GRAND OR GIVE A GRAND

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ALWAYS LEAVE THE DOOR OPEN

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HEAD OF PEOPLE

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MENTAL HEALTH FIRST AIDERS

Mental Health First Aider

MHFA England

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COMMITTEES

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CARBON OFFSETTING & SUSTAINABILITY FOCUS

Ecologi

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TEAM DAYS / COMPANY DAYS

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WHY DO THINGS THE WAY WE'VE ALWAYS DONE THEM?

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4-DAY WEEK

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EMPOWER YOUR TEAM TO MAKE BIG CHANGES WORK

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FLEXIBLE WORKING / WFH / THE OFFICE

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SET PEOPLE UP FOR SUCCESS, WHEREVER THEY ARE

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CHIEF HAPPINESS OFFICER

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LISTEN, BE OPEN TO FEEDBACK & ACT ON IT

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MEASURE YOUR IMPACT

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6 MONTHS AFTER INTRODUCING OUR 4 DAY WEEK WE SAW:

- 22% INCREASE IN PRODUCTIVITY
- 26% INCREASE IN STAFF WELLNESS
- 20% INCREASE IN REVENUE

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- **OUR ENPS SCORE IS ABOVE AVERAGE**
- **AVERAGE TENURE IS 4 YEARS, COMPARED TO 1.7 AS THE NATIONAL AVERAGE***

***SOURCE: UK Data Service**

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CREATE SOMEWHERE YOU WOULD LOVE TO WORK

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Thank you

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