

Embedded Talent Solutions

Attracting and onboarding new talent is in Thrive Consulting's DNA. With over 50 years of experience in talent solutions, executive search and professional staffing, we understand what it takes to find and engage top talent. We recognise that employee engagement begins the moment a potential hire is approached, and that candidate experience is as important as delivering a cost-effective, ROI led, solution. This invaluable experience enables us to support organisations in building world-class people strategies that create everlasting employee experiences.

Understanding sector influences is critical to success



In increasingly competitive environments, attracting the best talent and maximising their experience from the outset is of paramount importance. The most successful organisations are built on great talent foundations.



The bottom line is the bottom line! We understand the pressures from investors, the market, and boards to deliver ROI, profitability, and growth. The cost of talent, including external supply, can be a huge drain on company resources if mismanaged.



Building the right workforce is a complex job, requiring commitment, expertise and extensive networks. A successful process relies on great stakeholder engagement combined with a capacity to sell the role and your organisation.



Employee engagement starts from the moment a potential candidate is first approached. New employees often decide whether they will stay in a role within their first three months tenure.



Great organisations are built on great people. Prioritising the employee experience has a proven, tangible and direct impact on long term success.



Organisations possess a wealth of data, some of which remains unstructured and underutilised for data-driven decision-making

Typical services delivered

Discovery



- Organisational Readiness Assessment
- Technology options appraisal

Talent Management



- Embedded talent acquisition
- Role evaluation, development and succession
- Alumni management
- Embedded full lifecycle induction
- Line manager coaching & preparation

Employee Experience



- Engagement and retention strategies
- Communications strategy

Our Outcomes

Our team embeds within your organisation, developing your delivery whilst achieving success. When you are ready, we return the service to your control. Benefits realisation varies between organisations and their relative complexities. In general, we will:



Reduce 1st year turnover by an average of 24%, with 9 out of 10 hires thriving into their second year.



Eliminate agency spend saving 90% of costs when hiring an average of 3 new starters per month.



Improved speed to hire by up to 73%

We also ensure:



A focus on employee growth.



An emphasis on an employee engagement culture.



A greater connection and improved personalisation with employees.

Now is Your Time to Thrive

There has never been a more turbulent time for the people strategy. Since Covid-19 we have experienced the Great Resignation, "quiet quitting", the Cost-of-Living crisis and the emergence of AI (amongst other things) any one of which would have created a strain on the plan.

Focusing on your most important asset, your people, is essential but often overshadowed.

At Thrive we help you reconnect with your employees. We strengthen your team, tools, working methods, and confidence. When you're prepared, we return control to you and continue to support you on your journey forward.

For a free, no obligation consultation contact:

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