

Working with the professional services sector

At Thrive Consulting, we understand professional services – it's our history and heritage. This invaluable experience enables us to support organisations in building world-class people strategies. We understand the complex interplay of demands from various stakeholder groups, shaped by generational attitudes and compounded by external factors beyond your control. Our forte lies in harnessing these dynamics to create everlasting and engaging employee experiences.

Understanding sector influences is critical to success



In competitive, commercial environments, customer satisfaction and experience is of paramount importance. Delighting, growing and retaining customers influences strategic decision making.



The bottom line is the bottom line! We understand the pressures from investors, the market, and boards to deliver ROI, profitability, and growth. We believe this doesn't have to come at the expense of great employee experiences



The workforce is diverse, representing different generations, each with varying levels of skill, capability, and expectations. Often geographically dispersed, they are increasingly comfortable changing roles if dissatisfied



Employee expectations have shifted, especially post-pandemic. Purpose, personal development, well-being, and social value now motivate employees more than position, status, or earnings.



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
- People strategy maturity assessment.
- Attrition and employee flight risk analysis.
- Technology options appraisal
- Team Effectiveness Assessment.
- Employee engagement & survey.

Talent Management



- Embedded talent acquisition
- Employee Value Proposition
- Role evaluation, development and succession
- Alumni management
- Embedded full lifecycle induction
- Line manager coaching & preparation
- Board development, executive coaching and critical friend

Employee Experience



- Continuous learning, development pathways & tools
- Engagement and retention strategies
- Employee voice set up
- Communications strategy
- Appraisal and objectives design
- Target Operating Model design
- People strategy design
- Fractional CxO

Our Outcomes

Benefits realisation varies between organisations and their relative complexities. In general, we will:



Improve employee engagement.



Reduce attrition and identify tenure related flight risks.



Enhance quality of business outputs with improved customer satisfaction.

We also ensure:



A focus on growth.



An emphasis on continuous learning 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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