

Partnering with progressive recruitment companies to raise engagement, productivity and performance.

Every business leader aspires to:

- Attract, hire and retain good people**
- Improve performance and engagement for everyone**
- Succession plan at management level for growth**
- Build a united, vibrant company culture**

In 25 years of developing people in the recruitment industry across every level, discipline, size & sector, I have discovered that the starting point is always the same ... **define your Business DNA**

The DNA Framework

D ISCOVER	Capture your Business DNA: purpose, values, behaviours. Define your Recruitment Blueprint – your company’s unique recruitment methodology, process and the standards you apply to each step of the way.
N URTURE	Align all your people processes with your Business DNA and Recruitment Blueprint: Hiring, onboarding, skills development, performance management, career direction, management and leadership, rewards.
A CTIVATE	Embed these throughout your company to attract and engage great people, drive performance, inspire leadership & achieve sustainable growth.

YOUR OUTCOME

Connected, high-performing teams, delivering consistent results

WHAT HAPPENS?

We start where you are and design our alliance around your desired outcomes.

METHODOLOGY

Measurable, engaging & results driven

Delivery Scope	Group workshops Individual coaching, mentoring Designing bespoke training programmes and resources for you to use and keep Train the trainer Live desk coaching – individual and team Joining the leadership team for meetings / strategy planning as required Developing and implementing people plans to support your business plan
Content Range	Sales all levels Management & Leadership Time management and planning Emotional intelligence: self-awareness, resilience, communication skills, team dynamics.
 Behaviour Profiling	A powerful process that I use with every business partner to build emotional intelligence, strong teams and to support the hiring process. Involves on-line assessment, coaching session, bespoke individual reports, team dynamix workshops.

Partnership style:

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.

I charge on a daily, hourly or project basis. I end up building long-term working partnerships, but I am always happy to start with one-off projects to see if we suit each other. Typical partnerships can be for as little as ½ day per month, to 3 days a week and we dial it up and down as needed.

What are the costs?

Based on a monthly, time-based partnership retainer, with discounts for volume & time commitment.

No. of days per month	Day rate	Time commitment
1 day per month or any ad-hoc project.	£1000 per day	Rolling, can be stopped / paused anytime.
2 – 3 days per month	£900 per day	Minimum quarterly commitment. Can be dialled up / down or paused at end of a quarter.
4 days plus per month	£800 per day	

Location and coverage:

I am 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!

WHAT CLIENTS SAY:

Alice set up the training department in Hill McGlynn in 1999, reporting directly to me for 10 years. In that time, she was fundamental to the growth of our business from 60 headcount to over 400, and for embedding the excellence and spirit that our business was known for. Since then, she has helped many recruitment businesses, and their leaders achieve their potential.

Mark Bull, NED and ex-CEO Randstad CPE / Hill McGlynn

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

*We knew we needed something to help us grow. Alice helped us capture the kind of business we are and want to be - for our people and our clients and candidates.
Transformative stuff that has set us up for growth and success.*

Russell Drinkwater & Jack Bond – Owners at Bond Recruit

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, Founder of The Highfield Company

An eternal enthusiast who can engage the toughest of audiences.
Paula Mitchell, Founder of Granite Search and The Condor Collective