

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text centered on a white background.

Finding talent, Retaining talent, Building a motivated team

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HALPENFIELD

Introduction



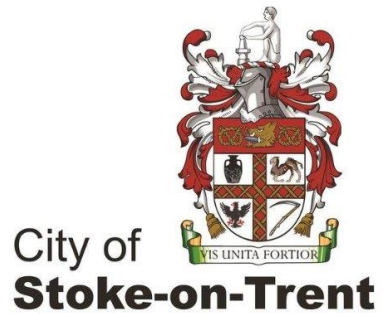
1. Who am I ?
2. Why am I here ?
3. What does Halpenfield do ?

My journey from graduate to business owner



1981

First experiences of working life!



City of
Stoke-on-Trent

Public Sector



Factory environment



Early GEM80 kit - 200 series controller (with 8k RAM boards!), Programme data was stored on audio cassette .

Lessons from the corporates



ORACLE®

 **Ingres**

PLATINUM
TECHNOLOGY

**Information
Builders**

PROGRESS
SOFTWARE

**COMPUTER®
ASSOCIATES**
Software superior by design.



If you want to be an MD then start your own company !

Challenges of starting up & building a team

1. Being an employer is a serious undertaking
2. Understand your obligations
3. Finding skilled, experienced employees is difficult
4. Be prepared , take advice, get organised.
5. Recruit, contract , find associates or outsource ?
6. Company structure needs to support growth
7. Company infrastructure needs to support individuals
8. Employees are often the biggest investment a company makes



What type of leader do I want to be ?



Margaret Thatcher

**It's not about being liked
It's about trust and respect**

- 1. Lead by example, actions not just words**
- 2. Communication , Consultation**
- 3. Delegate (when appropriate)**



What kind of company are you building ?

Getting the balance right



Culture, ethos and values

- uphold them,
- promote them
- Instill them



Finding talent - preparation

1. Skills , achievement, qualifications - MoSCoW
2. Role definition, responsibilities, authority
3. Package - salary & additional benefits
4. Budget
5. Timescale
6. Selection Process
7. Onboarding -plan, prepare and do
8. Probation

Why would a candidate choose HAL ?



Finding talent - process



1. Choose what sources you think will get you the right candidate
2. Be honest with the job & company description
3. Be realistic on the time required by everyone to get the right person
4. Agree the decision process
5. Decide and act
6. Treat all candidates with respect
7. Be prepared to start again
8. Do not underestimate the consequences of a bad decision

Retaining talent - create the best environment you can

1. Pay attention to the small stuff
2. Be flexible , be fair , be honest
3. Set expectations / objectives, review performance, address concerns
4. Communication, involvement , respect
5. Review packages - £££ is not peoples primary motivation
 - Salary
 - Bonus , EMI Scheme
 - Holidays
 - Benefits
 - Private Medical (Optical/Dental)
 - Income Protection Insurance
 - Flu Jabs , Eye Tests

Motivating a team -some basics

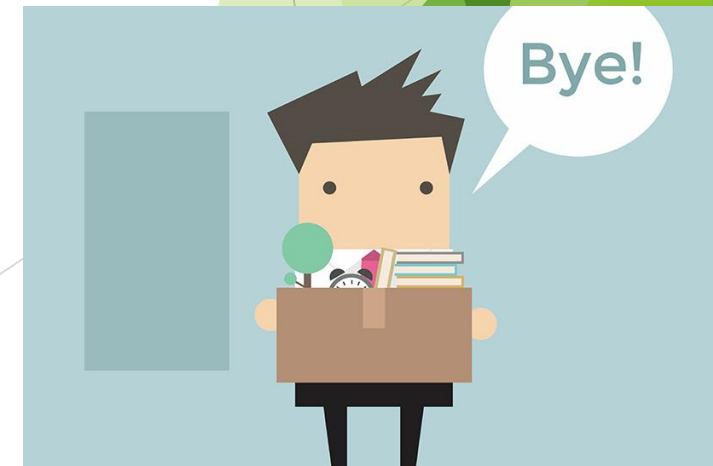
1. Elevator pitch - who are we ?
 - what do we do ?
 - what are our ambitions ?
2. Company Image - create a proud team
 - Website, social media,
 - Support a charity
3. Share successes, be honest about failures
4. Acknowledge individuals contribution
5. Know what motivates each individual
6. Social events, team bonding
7. Deal with issues, concerns, underperformance

Motivating a team - to not quit!

“Train people well enough so they can leave , treat them well enough so they don’t want to “ - Richard Branson

Most common reasons people quit their jobs:

- Lack of appreciation and support
- No opportunity to grow and learn
- Lack of integrity by their superiors
- Lack of trust and respect
- Micromanagement



Accept resignations with good grace

1. Start with an informal meeting to understand the reasons
2. Decide if you could /want to address the reasons
 - Don't make false promises
3. Agree the exit process
 - Always conduct exit interviews
 - Address any issues the interviews reveal



Summary

1. There is lots of help and advice out there !
2. Surround yourself by smart people
3. Invest time in your team
4. Invest time in yourself
5. Show no fear , you are what you are perceived to be
6. Make mistakes and learn from them 😊

THANK YOU !!

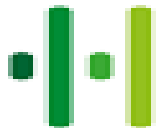
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