recruit train grow

Helping you to access the skills your business needs.

Gareth Preece Consulting Ltd



Actions for your organisation

Analyse your skills needs. Don't just list your vacancies. By truly understanding the skills your business needs, you'll be able to develop the skills and knowledge internally, saving time and money.

Develop your Employer Brand. Tell your story;
Why would people want to come and work for you?
How are you making the world / people's lives better?
Link your vacancies to this story and articulate your EVP.

Review your recruitment & selection process. Are you using the same techniques as you did 10 years ago? Are you sure this still works for you? Does it comply with RLMT in case you need to recruit from overseas?

Train people. Add value by building capability internally. Support people that know your customers, products and processes. Help them to grow with your business, including into different roles. Apprenticeships can be a great catalyst.

Focus on management capability. Management skills are required across all sectors, yet people management skills are frequently overlooked. Great managers will foster effective working and problem solving, moving teams from tasks to outcomes, but managers require coaching and training.

Succession plan, at all levels. Resilient and effective organisations need to understand where their future talent is coming from. Developing an effective succession plan helps you to plan for future needs – not just for predicted vacancies.

We can help you to…

…understand the skills your business needs can be achieved a number of ways, frequently using company data, interviews and workflow analysis as well as mapping competence, career progression and processes.

…develop your story and the strategies to share this on social media, in schools, colleges and universities and across the population as a whole – linking your organisation to local economic development strategies.

…review your recruitment and selection process to assess its effectiveness. We can work with you to develop alternative methods, processes and strategies.

…identify opportunities to develop capability, cross-train to fill skills gaps and to explore apprenticeships for all ages at all levels.

…develop management capability strategies that link to transformational HR and result in more effective performance management and allow teams to focus on organisational goals, and away from task-based delivery.

…create a heatmap of critical skills and link this to your 'hard to fill' vacancies. Devise strategies to grow talent to plan for succession. Develop early careers strategies and onboarding processes.

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